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Local Government Service

No. 23 NOVEMBER, 1932 Vol. XIV

ARREST OF MUNICIPAL PROGRESS

HOW ECONOMY AFFECTS THE OFFICER

By SIR ROBERT DONALD, LL.D.

NOTHING is easier than to get support for the national economy campaign. There are certain local organisations and quite a number of (bad) citizens always trying to deprecate municipal institutions, and who detest ordered local government. These reactionaries have had a glorious innings since they can shelter themselves behind the Government policy of national economy. Hence the local Press is flooded with letters from the ratepayer who does not want to pay rates, from "Rate protection associations" which exist for the purpose of opposing all progress in good government and from the reincarnated representatives of the dark ages who believe that "the least government is the best government."

The Reactionary

Then you have another type, the individualist who opposes all forms of municipal ownership, one who would prefer to pay more water rates so that a company may exploit the health of the people, or to pay higher electricity charges so long as he is not paying a municipality in which he is a citizen shareholder.

At a time when local taxation is exceptionally high and industry is crushed by unprecedented depression the atmosphere is congenial for all these reactionaries to make an impression on the public mind. Some newspapers welcome correspondence which attacks local government during this critical period, firmly believing that there is scandalous extravagance somewhere, but quite unable to allocate the responsibility or to cite definite examples. I quite expect that the Local Government Economy Committee will in its report, fall into line with what it deems to be the wishes of the Government and the opinion of the ratepayers.

Nervous Tension and Unrest

All this misrepresentation is likely to react altogether unfairly on local government officers. The National Executive Council of N.A.L.G.O. in the able memorandum submitted to the Government Economy Committee pointed out there was:—

> "Rapidly accumulating evidence of the existence of a widespread nervous tension and general unrest amongst local government officers which is not good either for them or the authorities they serve."

This is a grave and disturbing statement; the short-sighted may not appreciate its full significance.

Local government officers are, without exception, devotedly attached to their work. Their interest in it is a national asset: it means something more than emolument. The general standard of remuneration among them is not high: it is much less than the average in comparable positions in the commercial world. On the other hand, they enjoy a certain security, although not to the same extent as do civil servants, whose remuneration has been stabilised for two years.

Wider Issues

When the call was made for sacrifices by all to meet the financial emergency of last year Local Government officers responded loyally and voluntarily made their contribution. The margin for further cuts has been reached.

Reproduced by permission [*Civil Service Opinion*

MEMBER OF ECONOMY COMMITTEE: "DOES THE TAXPAYER PAY FOR THAT?"

ARREST OF MUNICIPAL PROGRESS *(continued)*

I take it that the resolutions indicating unrest and nervous tension among officers to which the memorandum refers are not instigated solely from the standpoint of remuneration. Members of N.A.L.G.O. are concerned also with wider issues: they fear a set-back to local self-government. It would indeed be strangely ironical if we were leading up to the celebration of the centenary of municipal reform, which is due in three years' time, by an arrest of municipal progress.

Reaction touches N.A.L.G.O. in other ways. Part of its twenty-five years' labour is in danger. A professional organisation has been built up on the basis of service; service which has raised the standard, improved the training of officers many of whom have become specialists and experts equal to the continual increasing demands upon them imposed by "the spate of legislation."

"Economy" Means More Work

There is quite an erroneous impression abroad that this economy campaign involves less work on local government officers: it may mean no increase of staff and a reduction in the number of men engaged on roads and public improvements and utility undertakings which have been affected, but it means greater pressure on the permanent staff. It demands less labour and resource to spend than it does to save. To devise means for doing without things, temporarily, to cut down material and equipment without loss of efficiency, has been the business of the local government officers. The strain on the department of the town clerks and financial officers is also felt by public health officers and others who are living on emergency departmental rations. Economy in expenditure means an increased vigilance and extra hours. It is overlooked by the general public that with the expansion of municipal work and the multiplication of Committees the officers put in a lot of overtime for which they receive no extra remuneration. I visited recently an urban district with a population of a hundred thousand where the Labour council never meet before

(*Continued on page 614. col. 3*)

NOTTINGHAM RESTRICTION

CONDITION AS TO OFFICERS' RESIDENCE

THE General Purposes Committee of the Nottingham City Council recently decided to enforce a resolution passed in 1909 requiring all employees of the Corporation to reside within the borough. The resolution had been a dead letter for many years, and its enforcement was viewed with dismay by about 780 employees. A deputation from the Association, jointly with the National Union of Teachers, was received, and it is gratifying to know that complete exclusion from the requirement has been granted to all single employees; all within five years of retirement, and all who were appointed before 1909 and were then resident outside the boundaries.

Agreed Exceptions

So far as N.A.L.G.O. members are concerned, this accounts for 115 out of 195 officials otherwise affected by the decision. Of the remainder, exclusion will be allowed, on production of proofs satisfactory to the committee concerned, to those who claim to have been granted permission to live outside, and to those living outside for health reasons. In addition, those who claim hardship, being owner-occupiers of houses outside the borough, will have their cases considered on their merits.

Privileges of Citizenship

A case against restrictive conditions of this kind is very well stated in the following:—

"It is a notable paradox in human nature that people who become instantly belligerent at the slightest suspicion of an interference with their own real or fancied rights and liberties, are often the first to restrict the freedom of others. An attempt is now being made to claim the right of local authorities to dictate where their officials shall live, the idea being that the servants of a municipality should be compelled to live within its rateable area. But can the justice or wisdom of this be demonstrated? When a corporate body engages an official, it buys his specialised services as it buys any other commodity. It requires him to perform a useful function, and surely his obligation ceases when he has performed that function faithfully and well. Beyond that, he is as much entitled to the privileges of a free citizen as a man in the service of a private employer, as long as he lives where no dereliction of duty is entailed in time taken in travelling to and fro.

"A public authority, at the beginning of a new appointment, might, with fairness, stipulate a place of residence as a condition of engagement. It is another matter to force men, as the Nottingham City Council has done, to the trouble and expense of breaking up their homes and going elsewhere. It savours of tyranny. Even to dictate the place of residence at the time of appointment, though perhaps not unjust, may be unwise. The main concern of a public authority should be to get the best value for the public money spent. An outcry against officials of all kinds is fashionable at the moment, but anybody acquainted with public work must admit, in their cooler moments, that after all officials do a necessary work, and that an incompetent official, engaged on the score of cheapness may well cost the public much more than the money saved on his cheap salary. A council is far more likely to get the best men, and to get the best work out of them, if there is a minimum of petty and irksome domineering."

Extract from "*The Royal Cornwall Gazette and Cornwall County News*," Wednesday, September 21, 1932.

CLOUGH'S SUCCESSES

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ECONOMY IN LOCAL GOVERNMENT EXPENDITURE

N.A.L.G.O. PUTS THE OFFICERS' CASE

It is desirable that members should know what steps have been taken by the National Association adequately to represent the case for the officer before the Committee appointed by the Government to inquire into the possibility of economising in the local government of this country. The following statement, bearing the name of Mr. L. Hill, the general secretary, was sent to the Committee for England and Wales and a similar statement was forwarded to the Local Government Economy Committee in Scotland on the 4th October.—ED.

To the CHAIRMAN AND MEMBERS OF THE LOCAL GOVERNMENT ECONOMY COMMITTEE, MINISTRY OF HEALTH, WHITEHALL, S.W.1.

GENTLEMEN,—I am sure you will appreciate the fact that the reference to your Committee is a matter of serious importance to every local government officer in England and Wales, nearly 70,000 of whom are members of this Association. The National Executive Council of N.A.L.G.O. has instructed me to put the following points before you in view of the rapidly accumulating evidence of the existence of a widespread nervous tension and general unrest amongst local government officers which is not good either for them or the authorities they serve.

Voluntary Deductions

The membership of this Association is divided into approximately 500 branches. Meetings are being held everywhere and the branches are passing and circulating resolutions throughout the country, a situation which justifies my Council in asking you to give careful consideration to the following :—

When the financial crisis arose just over a year ago, the Government made certain reductions in the rates of pay of teachers, police, etc., and issued a circular from the Ministry of Health (No. 1222) to local authorities, in which it was stated :—

> The conditions of the local government service and the ranges of salary vary so materially that H.M. Government do not think it practicable even if it were desirable for them to impose any hard and fast rule on local authorities in this matter. But they are confident that officers of the local government service not affected by the reductions in emoluments above referred to will be prepared to make their contribution in the present emergency, and they think that each local authority should discuss the situation with its officers with the object of ensuring that all may have an opportunity of sharing equitably in the sacrifices demanded by national need.

It is obvious from the wording of the circular that it was officially recognised that the remuneration of local government officers was not regulated on a national basis, and that any method of dealing with the question other than that suggested would inevitably lead to inequality in treatment and great hardship. It was recognised also that most local authorities, on their own initiative, were already exercising economies in staff remuneration having regard to local industrial conditions, yet the appeal for further "contributions" was based upon the confidence that local government officers would respond in the national emergency. They have responded—quite apart from the equity of the suggestion—by accepting emergency deductions of no mean amounts which have not only brought them into line with other sections of the public service, but have, in many cases, demonstrably placed them on an inferior footing.

Salaries In The Service

Eighty per centum of the local government officers receiving over £100 per annum are to-day in receipt of reduced salaries, and in the case of the small percentage which has not had special economy deductions, the local authorities themselves have been satisfied that the application of any "cut" in addition to what the officers have had to suffer in other directions would be unjust. Some of the small number of authorities which have not made special "sacrifice" deductions have still in operation the civil service cost-of-living sliding scale of bonus (known as "Award No. 102") or have adopted consolidated salary grades partially embodying that scale, and are conforming to the policy which is regarded by the State as adequate for the civil service. In the civil service, salaries, with bonus thereon related to the cost-of-living figure of 50, have been stabilised as from the 1st July, 1932, until 1st April, 1934.

Penalising the Officer

It is my Council's desire to keep this statement within reasonable limits and, consequently, much evidence which could be put in will have to be conveyed in general terms, but the Association is in possession of information of the methods by which many authorities have exercised their ideas of economy—e.g., by adopting new and reduced scales of salaries; by withholding grade increments; by refusing advances in salary which they had contracted to give; by the fixing of salaries for new appointments at greatly reduced amounts and by not filling vacancies in the higher offices.

It is not generally realised how modest are the usual salary scales in the local government service. Appendix "A"* shows the salary scales for general grade staffs in the civil service and as paid by a bank; followed by the scales *recommended* for local government officers by the London District (Whitley) Council and the Provincial Whitley Council for Lancashire and Cheshire for their respective areas. The last two scales are standards wholly observed only by a minority of the local authorities within those areas; in the case of the majority of the authorities the salaries of the officers are considerably below the scales recommended by the Whitley Councils. Appendix "B"* is a statement of the actual salary scales for the general staffs of a number of local authorities in England and Wales. These may be regarded as typical of the rates of remuneration in the service, and in practically every case they are subject to the prevailing economy deductions. The figures given in this appendix emphasise the absurdity of any suggestion for a general "cut" in the salaries of local government officers. Salaries above the general grade are attained only as vacancies arise in the more responsible posts in "merit" grades.

Absence of General Scale

Very few, indeed, of the officers of local authorities receive anything in addition to their stated salary, because, although they are frequently required to do a great amount of overtime work, payment for such work is practically unknown in the local government service. It must be made perfectly clear that there is no general scale of salaries applicable to the whole service.

To give an idea of the actual remuneration received by all local government officers (workmen not included), even before the "economy" deductions were put into operation, the following statement, which is based on returns of an indisputable nature, is submitted :—

Total remuneration.	*Percentage of officers.*
Up to £120 p.a. ..	22
£121 to £260 p.a. ..	47
£261 to £350 p.a. ..	17
£351 to £450 p.a. ..	7
Over £450 p.a.	7

From these figures it will be seen that 69 per centum of all local government officers are receiving salaries of £260 or less per annum and most of these salaries are subject to a deduction of 5 per centum for superannuation purposes, plus, in a large number of cases, deductions for

* Space will not permit the reproduction of these salaries in this issue.—Ed.

health and unemployment insurances. Although it will be seen that the salaries paid to local government officers are so much less than the salaries paid to civil servants, it surely cannot be suggested that the work of the former is not equal in national importance to that of the latter, and it is appropriate, therefore, to quote the following extract from the report of the "May" Committee on National Expenditure :—

> "To sum up our consideration of the Civil Service as a whole, we do not find that the general standard of remuneration as tested by its trend since the war and by comparison with the pay of some of the large groups with outside employment is excessive, a progressive reduction having been made in accordance with the fall in the cost of living. We do not, therefore, feel justified in recommending any reduction on the ground that the average pay of the Civil Service is unduly high compared with what may be termed a 'fair wages basis.'"

A Comparative Review

If the remuneration paid to civil servants is on a "fair wages basis" it follows that the remuneration of local government officers is below that standard.

Any comparative review of the rates of pay in the local government service must in fairness include a retrospect. In 1920, at the time when the cost-of-living was soaring, the Government adopted for civil servants the cost-of-living sliding scale of bonus generally known as "Award No. 102." Although local authorities were authorised to adopt this award for their officers, the local government service as a whole did not do so. Only a very small percentage of local authorities adopted the award with or without alteration; the vast majority gave by way of bonus what, in most cases, was very substantially less; and the consequent loss was never made up. At no time, either in 1920 or subsequently, has there been a general advance in local government officers' salaries in any way comparable to the advances obtained by teachers through the Burnham Committee decisions and by the police following the Desborough Report.

Throughout the whole of the post-war period local authorities have dealt with salaries in their own way, and, whilst scales applicable to other sections of the public service have been operating nationally and continuously, local authorities have adjusted the standards of remuneration of their staffs in accordance with local conditions. It must also be emphasised that local government officers like other sections of the community have had increased taxation; increased contributions for unemployment insurance; reductions in national health benefits; and the increased cost-of-living.

Cost-of-Living Figure

A very important factor arises on the calculation of the cost-of-living figures. The statistics taken into account by the Ministry of Labour for the compilation of these figures have regard only to expenditure in working-class households. Local government officers have a standard of appearance and living to keep up outside the range of the Ministry of Labour's basic data, which are :—

Units.	*Items.*	*Percentage.*
7½	Food	60
2	Rent and Rates	16
1½	Clothing	12
1	Fuel and Light	8
½	Other items	4

The Ministry's index omits many important items of domestic expenditure and family commitments of local government officers, such as medical and dental expenses, school fees, insurances, income tax, etc. It assumes that only 6 per centum of houses are "decontrolled," whereas amongst local government officers the percentage is much greater. Further, the assumption by the Ministry of Labour that rent and rates represent only 16 per cent. of total expenditure is certainly untrue in the case of the majority of local government officers.

Fair Wages Basis

It has always been a cause for complaint amongst local government officers that there does not exist any machinery for adjusting salaries on a national "fair wages basis." With this long-standing grievance manifest, it would be disastrous if any general review of local government officers' salaries were dealt with in any manner other than by a body or bodies embracing the principles of Whitleyism.

The foregoing paragraphs refer mainly to the graded staffs of local authorities, but the rates of remuneration of a large number of the officers outside salary scales (such as heads of departments, deputies, etc.) compare just as unfavourably with the salaries paid to persons holding the higher posts in the civil service and elsewhere. There may be a few outstanding instances where local authorities are paying to certain principal officers salaries regarded as commensurate with the officers' special qualifications and heavy responsibilities, but these cases must not be taken as the standard of the whole service. On the other hand, a number of local authorities could be named whose rates of remuneration and conditions of service are lamentable. Any comparison which may be made between the remuneration of local government officers and men engaged in industry and commerce must take into consideration comparable qualifications and responsibilities and under no circumstances should the comparison be made with the least successful industries.

Holding The Scales

It has never been suggested that local government officers' salaries should be increased in times of industrial prosperity. On this issue it is pertinent to quote the following extract from the report of the "Anderson" Committee of 1923 :—

> "On the one hand the State should hold the scales even between its own servants and those through whose enterprise its servants are paid. On the other hand, employees of the Crown would have a real ground for complaint if their pay were related to wages in industry only in the time of low wages. If they do not get pay relative to the boom, they must be spared the severity of the slump."

No industrial concern which is working full time and getting fair service from its staff would even to-day think of reducing its salaries because its competitors have no orders.

Quite apart from the vital importance to the community of the work of a local authority, it is usually the biggest undertaking in the town and the officers have

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greater responsibilities and more exacting duties to perform to-day than ever before. Their responsibilities are regulated mainly by legislation. During the past 12 years have been enacted or issued:—116 Public Acts of Parliament; 579 Statutory Rules, Orders, and Regulations; 762 Circulars; 180 Memoranda; 65 Orders in Council; 4 Treasury Minutes; 5 Schemes; 13 Instructions; 5 Leaflets, all concerning the welfare of the population of this country and requiring the most careful study of local government officers and, for their successful administration, a high measure of executive ability.

Added Responsibility

This spate of legislation has placed most exacting additional responsibilities upon the principal officers of the local government service and necessitated considerable increases in the number of the staff. This should be taken into account when comparing the total amounts of salaries paid to local government officers in 1931 and in any previous year which may be selected.

An efficient local government officer is a specialist and the product of many years of training and study. Men and women train whilst in the service at their own expense. There is probably a higher percentage of qualified officers in the local government service than in industrial and commercial undertakings. The ever-changing and increasing number of Statutes and Orders compels every local government officer to be a student to the end of his official days. Some credit should be given to local government officers for their own efforts to attain the highest standard of education and examination qualifications.

Educational Standard Required

Recently the Ministry of Health appointed a Departmental Committee (which is sitting at the present time) charged with the responsibility of considering the recruitment, training, qualifications, and promotion of local government officers, because it is now officially recognised that local government administration requires a high standard of efficiency. The rates of remuneration for junior entrants are modest having regard to the standards of education required by a large number of local authorities and considering that they have to compete with the civil service, banks, insurance companies, and large commercial concerns for the best-qualified boys and girls leaving school.

The responsibilities and duties attaching to the higher posts in the local government service are of such importance that the salaries and service conditions should be such as will attract and retain persons possessing the highest qualifications and the necessary executive and administrative ability.

A short time ago Government departments were urging local authorities to execute schemes of great magnitude and national importance; the officers responded wholeheartedly, and without monetary reward, to that urge. Traditionally, the manner in which local government officers carry out the work assigned to them is unaffected by changes in Government, but even so, they would be sensible of a great injustice if the authority which only yesterday metaphorically almost broke their backs should to-morrow adopt a policy which must tend to break their morale.

NATIONAL EXECUTIVE COUNCIL

Committees of the National Executive Council met in London during the week-end, October 7-8. A full meeting of the Council will be held in London on November 5, when the Committee reports will be considered.

The proceedings of this meeting will be reported in the December issue of "LOCAL GOVERNMENT SERVICE."

Grappling with Social Problems

Local government is not a luxury. It is a social necessity. It concerns the welfare and comfort of the community more closely than any other influence. The officers come into immediate contact with vital conditions. They are men and women who are entrusted with the responsibility of grappling with social problems such as housing, public health, sanitation, cleanliness, educating future citizens, the care of the infirm and insane, maternity and child welfare, relief of the poor and the application of the "means test." It is upon their skill and tact, as well as economic methods of administration when they execute these profound responsibilities, that the social fabric of this country very largely depends. That work has a national value which cannot be measured in terms of profit and loss.

Of all times, this is not the hour in which to impair the whole-hearted enthusiasm, devotion to duty, and confidence of a most important section of public servants. There is a historial background of social science behind the present system of local government. To that system ungrudging tribute is paid in non-panic days. It is a national edifice created with the expert help of a highly trained staff whose service and integrity are relied upon in all moments of national emergency.

The fact that local government officers have, in the past, always respected the tradition that a public official should remain inarticulate politically does not mean that they are not intelligent observers of events. They are able to judge, probably better than most of their critics, what is the present financial position of the country, what are genuine contributions to national economy, and what is just and equitable as regards the value placed upon their qualifications and services, and they are human enough to react to injustice as well as justice.

Sheltered Occupation

The perfectly reasonable expectation of a regular salary has been misused in times of industrial distress to create the impression that local government officers are in a "sheltered occupation." But there is another side to the question; they are sheltered from sharing the benefits of industrial prosperity and the very fact that they have no expectations beyond the regularity of the monthly salary cheque means that their financial commitments for such things as house-purchase, education of children, cost of their own preparation for examinations, and insurances, have to be equated with a fixed monthly income. The "cuts" that have already been made have put a very serious strain upon the officers in meeting these commitments; any further reduction in their standard of living will not be true economy.

Impairing a Heritage

My Executive Council, representing as it does all classes of the local government service, feels that it would be failing in a national duty if it did not put these considered views before the Committee and, with all the earnestness at its command, urge the Committee to give them mature consideration before making any suggestion which might have the effect of crystallising the present tension and apprehension into an attitude of mind which might result in a permanent impairment of a great British heritage—the finest local government service in the world.

IN THE HOUSE OF COMMONS

LOCAL AUTHORITIES (EXPENDITURE)

SIR H. JACKSON asked the Minister of Health whether he will give the following information with regard to the employees of local authorities in England and Wales for each of the years 1928-29 and 1930-31 for trading and non-trading services, respectively, namely: the total number of officers employed; the total amount of salaries paid to such officers; the total number of servants (workmen) employed; the total amount of wages paid to such servants; and the total revenue expenditure of the local authorities?

SIR H. YOUNG: The returns furnished to my Department do not enable me to give the information desired by my honourable friend with regard to the numbers and remuneration of officers and servants of local authorities in England and Wales. The total expenditure, other than capital expenditure, of those authorities in 1928-29 was £405,933,477, of which £103,797,084 was in respect of trading services. The corresponding amounts for 1930-31 are not yet known. (20th October, 1932.)

VISITORS TO BLACKPOOL

A party of members and friends of the Eccles Branch of N.A.L.G.O. visited the Blackpool Illuminations on Saturday, October 1. The journey was made by rail, and tea was taken at Blackpool. A very enjoyable half day was spent, and it is hoped to arrange further social functions in the near future.

CANNOCK

Reorganisation Scheme

The Cannock Council has approved a scheme of reorganisation from April 1, 1933, and has appointed Mr. William C. Speedy, Chairman of the Branch, Clerk of the Council from that date. Congratulations, Mr. Speedy.

STUDENTS' NOTES

EXAMINATION AIDS FOR THE LOCAL GOVERNMENT OFFICER

By the Education Secretary

THERE are several points which can conveniently be gathered together under the heading "Students' Notes" this month, and of them all the most interesting is the announcement of a new Examination.

The Poor Law Examinations Board

It will be remembered that the Poor Law Examinations Board has conducted Examinations for Relieving Officers and Institution Officers in the past. The Board has announced that in and after 1934 it will conduct an examination, in addition to the above two, for clerical officers in the Public Assistance Service.

When it is realised that the Board contains representatives of the Ministry of Health, County Councils Association, Association of Municipal Corporations, London County Council, National Association of Local Government Officers, and the Joint Universities Council for Social Studies, it will be seen how important the new examination must become.

The syllabus has not yet been issued, but the preliminary notice states that the examination will be open to men and women, and that there will be no age limit. The syllabus will be confined to subjects with which assistants in Public Assistance Departments should be conversant in their daily work.

Standard Requirements

The examination will be held in two parts, so arranged, however, that no candidate will be able to sit for both parts in the same year. Part 1 will be open only to candidates who have passed an examination of matriculation standard or otherwise satisfy the appropriate Committee as to their educational fitness, or who have been actually employed in whole-time employment in a poor law or municipal office for a period of not less than three years. Part 2 will be open only to such candidates as possess the certificate of the Board for Part 1 or the certificate of the Institute of Public Assistance Services for the intermediate examination of that Institute.

Certificates will be granted in each part only to those candidates who satisfy the examiners in all subjects at one and the same examination. Candidates are warned that handwriting, spelling, and general neatness will be taken into account.

It is presumed that the examinations of the Institute of Public Assistance Services are now to be merged into the Clerical Examination of the Poor Law Examinations Board when suitable carry-over arrangements have been made between the two bodies. When the syllabus has been settled a full announcement will be made in the LOCAL GOVERNMENT SERVICE, and a course of tuition will be arranged by the N.A.L.G.O. Correspondence Institute.

Correspondence Institute Education

The Association's Correspondence Institute is rapidly consolidating its position as the recognised coaching Institution for Local Government Examinations. It is announced with very great pleasure that Mr. A. H. London, F.S.I., F.R.V.A., Special Rating Diploma of the Chartered Surveyors' Institution, Valuer to the Royal Borough of Kensington, has agreed to act as Director of Studies for the courses leading to the examinations of the Association of Rating and Valuation Officers. Mr. London has already commenced to prepare material for the students who are reading for the examination next April, and his addition to the coaching panel is welcome.

The N.A.L.G.O. Correspondence Institute has in the past made a great feature of coaching for the A.R.V.O. Examinations and has secured the majority of the honours awarded in previous years.

The system of coaching in which there is a Director of Studies at the head of each examination course has already proved to be highly successful. Students feel that there is a responsible officer to whom they can turn with their difficulties and whose especial task it is to ensure that the latest professional developments are dealt with in the course.

The course for the Testamur Examination of the Institution of Municipal and County Engineers is at present being completely re-written. In all probability it will be possible to make an announcement with the names of the Director of Studies and the tutorial panel next month.

The diagrams which will profusely illustrate the new course for the Testamur are being photo-printed by a "true-to-scale" process which gives a black line on a cream paper. Students will find this a great improvement on all previous methods of diagram-duplication.

Summer School

The N.A.L.G.O. Summer School for 1933 will be held in University College, Oxford, from July 15 to 22. These preliminary arrangements have been made at this early date in order that every member of the Association may be aware of the time and place, and so that those who desire to attend may reserve the week for that purpose.

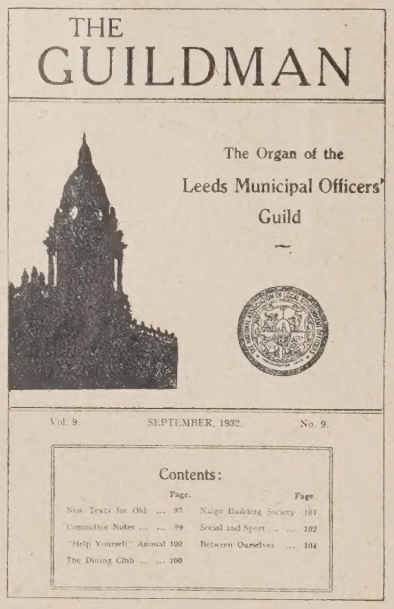
The syllabus of lectures will be announced early in 1933, and it is hoped that there will be an even larger attendance than there was this year.

Dates of Examinations

Intending candidates should note that their entry forms for both the N.A.L.G.O. Examinations and those of the Institute of Municipal Treasurers and Accountants should reach the respective secretaries not later than the end of November. Failure to comply with this regulation may prevent a candidate from sitting.

BRANCH PUBLICATIONS

The Hon. Secretary of the Deptford Branch sends us two recent issues of a Branch News Sheet which is prepared for general distribution among members. Many an established journal has had a far more modest beginning than the Deptford Branch's effort of which we write, and it will be interesting to mark the progress made in the months to come. The writer would suggest to Mr. Wildgoose, of Leeds, that he send our Deptford friends a copy of *The Guildman* which emphasises the possibilities in the direction of a progressive branch publication. Above is the striking cover design of *The Guildman*.


THE
GUILDMAN

The Organ of the
Leeds Municipal Officers' Guild

Vol. 9. SEPTEMBER, 1932. No. 9.

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RETURNED WITH THANKS

In June, 1929, a member of the Association applied for assistance from the Benevolent and Orphan Fund to meet expenses incurred through the serious illness of his wife and family. The committee, in dealing with the case, decided that a loan of £10 should be made, together with a grant of £20.

The officer was very grateful for the assistance thus rendered, and he repaid the loan of £10 by regular monthly instalments. Not being satisfied to leave the matter so, however, he recently called at the Fund's office and handed over to the secretary the sum of £20, being the repayment of the grant which had been made to him three years ago.

SALARIES AND CONDITIONS

THE *Dagenham* U.D.C. has dismissed two members of the permanent staff and four members of the temporary staff of the Surveyor's Department. Representations were made before a special meeting of the Council on behalf of these officers, but the Council has not seen its way to withdraw the notices terminating the appointments.

Members are fully aware that this is not the first instance under this Council where members of the permanent staff have been singled out for dismissal without reason being given to them, and they will be well advised to bear this in mind in the future. In the case of the temporary officers, prospects were held out to them both in advertisements and at interviews that there was every likelihood that they would be placed on the permanent staff.

Dagenham is famous for the case of Brown *v.* Dagenham which has apparently created a dangerous precedent which the Council appears to be prepared to follow.

Grading Scheme

An application for the adoption of a salaries and grading scheme and for the adoption of the Local Government and other Officers' Superannuation Act, 1922, has been made to the *Morley* Town Council.

A special meeting of the *Mynyddislwyn* Council was recently held to consider the working of Joint Advisory Committees; the advantages of superannuation; and the question of adopting a scale of salaries. The Council gave a courteous hearing to the D.O.S., and a discussion ensued. A promise was made that careful consideration would be given.

Salary Deductions

In addition to the information which appeared in the July and subsequent issues of this Journal, the following further information in regard to salary deductions has been received :

The *Sunderland* and *Wandsworth* Councils have recently discussed the question of deductions, and deferred consideration for the time being. The *Falmouth* and *Penzance* Councils have decided to take no action.

Deductions Continued : Carlisle, Clitheroe, East Sussex, Finsbury, Lincoln, Macclesfield, Manchester, Northampton, Penrith, Ramsbottom, Surbiton, Warwick, Wembley.

Modification of Scale of Deductions: Reigate.

Termination of Deductions: Aldershot, Eton R.D.C., Lancaster, Mitcham, Oldham, Urmston, Wood Green.

THE LATE MR. G. A. SHAW

We regret to record the death of Mr. G. A. Shaw, who for many years was the Honorary Secretary of the Ramsbottom Branch of the N.A.L.G.O.

NALGO CORRESPONDENCE COURSES BUILD SOUND CAREERS

Special Announcement of latest DEVELOPMENTS IN TUTORIAL SERVICE

For RATING AND VALUATION OFFICERS

The Nalgo Correspondence Institute has for many years specialised on courses for the Examinations of the Association of Rating and Valuation Officers and has obtained in the past most of the Honours.

To make these courses still more effective, the Management Committee is pleased to announce that

MR. A. H. LONDON, F.S.I., F.R.V.A., Special Rating Diploma of the Chartered Surveyors' Institution, Valuer to the Royal Borough of Kensington,

has agreed to act as Director of Studies.

Mr. London is writing a special series of papers for the A.R.V.O. courses, and his advice will be available to all students studying with the Nalgo Correspondence Institute.

This year's A.R.V.O. Examination successes include :—

First Place, Intermediate Examination, with HONOURS and Association Prize. Special Prize for the best book-keeping Paper.

For SECRETARIES

(Both Chartered and Incorporated)

To meet the needs of those local government officers who wish to study for the examinations of the Chartered Institute of Secretaries and Incorporated Secretaries Association, special courses are being arranged. For the present the tutorial staff is concentrating on the Intermediate Examinations.

Through the N.C.I., courses in the local government subjects of these examinations are being offered.

FEE for Intermediate Examination Course, 6 gns.

The course for the subject "Law Relating to Local Government and Municipalities" is available as a single-subject course—fee 30s.

This course may be taken by non-examination students.

Courses are arranged for most examinations taken by Local Government Officers.

Full particulars from:—

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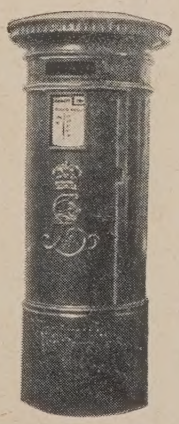

268 Students passed the whole or part of their examinations during the first six months of 1932, with SEVEN Special Honours and Prizes.

PREPARE FOR HONOURS WITH THE N.C.I.

ENROL AT ONCE

NALGO CORRESPONDENCE INSTITUTE

N.A.L.G.O. LIFE DEPARTMENT

LIFE ASSURANCE AND INCOME TAX—INVESTMENT PROBLEMS

LOCAL government officers have by now received their assessments for income-tax purposes, and the majority are, no doubt, feeling very sore about the matter. One method of removing part, at least, of the soreness is provided by N.A.L.G.O. in its Life Assurance branch.

A considerable number of taxpayers do not realise that they are entitled to claim a rebate of 2s. 6d. for every £1 paid in respect of premiums on Life Assurance Policies, provided the total annual premiums do not exceed one-sixth of the total income. Therefore, if a Life Policy is taken out for, say, a 20-year period and the annual premium is £13 2s. 3d., a rebate of thirteen half-crowns, or £1 12s. 6d., can be obtained off the income-tax assessment, and consequently the annual premium on the Life Policy becomes, in effect, £11 9s. 9d. So much for income tax. Now as to investments.

As a result of the recent big fall in interest rates, several problems confront officers at the present time. There is, for the married man, the problem of how best to safeguard his wife and children in the event of death. Hitherto he has managed to put by a little every month, and this sum has been utilised for the purchase of War Savings Certificates or other safe investments which have been yielding interest at the rate of approximately 5 per cent. per annum, but to-day the return from such investments is very small, and in the unfortunate event of death happening, savings of this nature would prove futile from the family's point of view. **There is no excuse to-day for the family being left unprovided for,** because N.A.L.G.O. has paved the way to security, for every local government officer and also for members of his family by its Life Assurance schemes. **This type of Assurance is Investment in its soundest form.**

For the family man there is the " Family Income " Policy, which provides a lump sum down, plus a guaranteed income for his wife and children in the event of his death. For example, a married man aged 30 next birthday can, for a monthly premium of £1 15s. 0d., obtain a policy through N.A.L.G.O. which guarantees to pay, in the event of death occurring within twenty years: £200 on death, £3 a week for the balance of twenty years, and at the end of that period a further £800.

The premium is payable throughout life, and should death not occur within the first twenty years, the sum of £1,000 will be paid when it does occur. It is a most inexpensive benefit, and as smaller amounts can be assured at proportionate rates it is within the range of every N.A.L.G.O. member. Even after many years of struggling, very few local government officers will have been able to save sufficient to provide anything even approaching the cover given by a " Family Income " Policy.

For the younger officer there is the question of the future. Even allowing for the fact that there will be a superannuation allowance in old age, it will probably not enable him to realise many of the things he hopes to obtain or enjoy during his years of retirement. Another point, of ten overlooked by the younger officer, is that every year he grows older the cost of taking out a policy on his life increases, and if by any chance he should meet with a serious illness, the increase in the premium rate charged would be very heavy, if not prohibitive. If the illness has left very serious effects, it may even be that he has become uninsurable.

An Endowment Policy taken out on the following lines is an admirable suggestion for the younger officer, and with the income-tax rebate and investment yield should prove exceptionally attractive.

A 30-year Endowment for £300 " With Profits " effected by an officer aged

Continued on page 605

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SUGGESTED CODE OF PROFESSIONAL CONDUCT

SUPPORT FOR MR. LORD'S PROPOSAL : CONFIDENCE IN THE INTEGRITY OF THE OFFICER

WITH the publication in the *Municipal Journal* (issue dated October 14, 1932) of an article on the subject, added interest has been lent to the proposal, for the laying-down of a standard of professional conduct for local government officers, first presented in these columns by Mr. Sam Lord, F.S.A.A., F.I.M.T.A., when President of the National Association of Local Government Officers.

" On the whole," says the writer to the *Municipal Journal*, the British local government service has a high standard of integrity. To live up to that standard means that the action of every individual must be subordinated to the good of the whole service. It is a familiar saying, and one particularly appropriate to the public services, that an innocent man with enemies may be put in greater danger than a guilty man with friends. How often does it happen that an indiscretion by one officer creates a widespread suspicion that ' they are all alike? ' If one local government officer is proved inefficient, too frequently, unfortunately, is the consensus of outside opinion that the general standard of work at the town hall is below that of an ordinary business house.

Officers' Trust

" All engaged in the local government administration must realise that, in addition to earning a living, they have inherited an important trust concerning the honour and the economic welfare of their colleagues. It may be said that officers cannot be bound either by associations or the opinions of their colleagues. There can be no objection to that so long as it does not penalise others. Did not Burke say : ' The solitary is either a god or a beast? ' There can be no doubt that Mr. Lord has realised that the constructive work of his Association can be retarded by the action of an individual. Unlike private enterprise, the public servant must have a uniform standard of conduct, and its tenets must be observed."

The writer quotes Mr. Lord as follows : " One is always anxious to encourage the man seeking advancement in his own profession and to acknowledge that experience gained under several authorities better enables him to occupy eventually one of the higher positions in the local government world, but some regard must be had to the general welfare of the service when seeking personal advancement. The position occupied by a local government officer is to-day one demanding an exceptional degree of efficiency, which can only be acquired by constant application to his duties and by hard and continuous study. He should, therefore, cultivate a high sense of the importance of his work, and consequently of his standard value, and should refuse to accept any appointment where the salary offered is an inadequate recompense for the services rendered." And goes on to say : " It requires very little imagination to realise the full effect of a generally accepted code of conduct such as suggested by Mr. Lord."

READERS ARE INVITED TO EXPRESS THEIR VIEW OF THE SUGGESTED CODE OF PROFESSIONAL CONDUCT

Ample Precedents

There is instanced the Central Ethical Committee of the British Medical Association, and its function as an advisory body on the question of professional conduct and as an adjudicator on matters in dispute as to professional conduct arising between members of the profession. He quotes also the Law Society, the Council of the Institute of Journalists, and other disciplinary bodies such as the Professional Conduct Committee of the General Council of the Bar, etc. There are, he says, ample precedents for the movement, and many advocates in other professions who can show that practice has proved its value. Many local government officers are members of professions, observing the ethical codes of those professions, but when they have become public officers they have joined a wider profession, and what is good for a section of the service must be good for the whole.

Ready Acceptance

That the code would meet with general acceptance in the Service is clearly indicated by the symposium published in subsequent issues of the *Municipal Journal*. Here are a few extracts from the views expressed :

" If such a standard of professional conduct could be established and accepted in all sincerity and with a realisation of its significance, there is everything to be said in its favour," wrote Sir Tom Percival, a vice-president of N.A.L.G.O.

" I regard the proposal as a definite step towards the conscious recognition by municipal officers of the professional character of their vocation."—Dr. W. A. Robson, of the London School of Economics.

Giving wholehearted support to the suggestion, Mr. H. L. Porcher, president of the Society of Clerks to Urban District Councils' Association wrote : " The local government service has equally important duties to perform as had those engaged in Law and Medicine. All those who have the best interests of their profession at heart must welcome some analagous machinery for ensuring and maintaining a high standard of conduct within its ranks."

Enhanced Prestige

From Mr. G. R. Butterworth, ex-president of the Institute of Municipal Treasurers and Accountants, came the encouraging thought that the suggested code would provide the coping stone to the edifice of technical training in the service.

The standards adopted officially by professional bodies have proved their worth, and a defined code of ethics, specially suited to the circumstances of the local government officer, would, wrote Mr. J. Haworth, president of the Association of Managers of Sewage Disposal Works, be most helpful to many of our colleagues.

Whilst he feels sure that the standard of progression and conduct almost universally observed by local government officers was a very high one, Mr. J. H. Canning, immediate past president of the Chartered Institution of Gas Engineers, felt also that the standard set could never be too high, and the proposal to establish a code with the local government service was bound to enhance the prestige and status of the officers.

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LETTERS TO THE EDITOR

With the hope of encouraging a frank interchange of views on subjects bearing on the work of readers and upon questions of national moment, the Editor has allocated this space for letters from the local government officers. Letters, which should be addressed

The Editor,
"Local Government Service"
3/4 Clement's Inn, Strand,
London, W.C.2

must be received on, or before, 15th of the month to ensure publication in the current issue.

The Editor will not hold himself responsible for the views expressed by the writers.

A GREAT EXPERIMENT

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—Much interest seems to have been aroused by Professor Laski's article. A Bermondsey member has said that this article should be much more widely read! That, I think, is the resounding opinion of every local government officer.

What most of us want to know is the method by which N.A.L.G.O. hopes to achieve its aim in educating the public. N.A.L.G.O. has lagged behind in its duty to itself and hesitated to avail itself of modern methods. It has yet to achieve any political significance. To placard the world with the duties and responsibilities of local government officers is its paramount duty. The lack of publicity is now, more than ever, realised. To rid the vast majority of the electors' false conceptions of local government is the most pressing need.

No one doubts the sincerity of the N.E.C. or yet its outstanding efforts made on behalf of its officers to the Local Government Economy Committee. There has been an awakening at headquarters, probably forced by the action of our friends in Oldham and Plymouth. Such efforts must now be sustained and an aggressive policy pursued in the light of modern methods.

"Up lads and at 'em" should be our slogan. At 'em at every turn, every day and in every daily paper. Publicity through the columns of professional journals is waste of time and money. Sharp, snappy, spicy facts unvarnished and so framed that the average reader can understand readily the functions and responsibilities of local government officers.

The campaign should and must be directed by men of experience, those who know their job and not by theorists and economic wiseacres. Theorists and bluffers are ruining local government.

I am, sir,
Yours faithfully.
JOHN L. ROBSON.
Birkenhead Branch.

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—In the October issue of LOCAL GOVERNMENT SERVICE Mr. F. Carpenter suggests that the article by Professor Harold Laski should have a wider circulation than is given by this journal.

I would suggest that it should be possible to collect the journal from members, say, a week after distribution—some members may take much less time to dispose of the information published therein!—a copy could be then forwarded to each member of the Council of the local authority, or even to the mayor and chairman of each committee, but articles must not be allowed to become "ancient history" before reaching the "City Fathers."

I am, sir,
Yours faithfully,
C. CHAPMAN.
Hon. Secretary,
Cannock Branch of N.A.L.G.O.
Council House,
"The Green,"
Cannock, Staffs.

NEEDS TEST ADMINISTRATION

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—As a temporary officer—not employed on transitional duties—and a member of N.A.L.G.O., I cannot allow the thinly veiled ebullition of spleen—published in your issue for October above the nom-de-plume of "Transferred Poor Law Officer, Northampton"—to pass without comment.

I must confess that I perused the screed with interest, only to be succeeded by amazement and finally disgust.

Can it be that your correspondent considered a certain appointment his by "squatter's rights," and was fairly and squarely "beaten to it" by a temporary officer on sheer ability? Perish the thought, for, according to his reasoning (or mentality), how can one associate ability with a temporary officer, who has not "grown up, as it were, in the Poor Law Service"?

But, to be serious, it is not "safe," as your correspondent plaintively "assumes," to infer that "these temporary assistants are not on a par with the Poor Law officers who have grown up," etc., etc.

The fourth paragraph of your correspondent's letter is most interesting, containing, as it does, his opinion of the personnel of the committees—as presently constituted. To infer that the members have not the common sense to differentiate between senior and junior officers is quite on a par with the remainder of his screed. In any event, if the present conditions result in the abolition of "*pull*" and subterranean wirepulling—unfortunately only too rife in the "bad old days"—it will be for the good of the service in general, although your correspondent may hold a different personal opinion.

In paragraph five he states "that cases are known where these temporary assistants have been transferred, willy-nilly, to permanent posts," etc.

Well, sir, as a temporary officer of approximately four years' unfortunately broken service, I claim to know something of the way a temporary officer is handicapped in his aspirations to a permanent appointment, and I can only suggest that the term "willy nilly" is wilfully intended to mislead.

The suggestion that a temporary officer—*per se*—is below the breeding and status of "Transferred P.L. officer, Northampton," is a piece of insufferable snobbishness, which, in my opinion, will carry no weight with any unbiased transferred officer, and I confidently leave it at that.

Now as to the final paragraph. It may be assumed that a temporary officer can only aspire to a minor appointment; is your correspondent sincere in suggesting that when a man has proved, by actual service, his capabilities and fitness for a post, it should be withheld because he is not fortunate enough to be a transferred officer?

Does he seriously suggest that the appointment of a round peg in a square hole is preferable, and for the good of the service? If not, how can he reconcile his puerile and fatuous request that senior officers should suborn the interests of the service to the furtherance of what would appear to be—however camouflaged—a personal "grouch"? The suggestion is as insulting as it is impertinent to the officers concerned.

Just one thing in conclusion: I presume that your correspondent has seen queues attending employment exchanges.

Might I suggest that on the next occasion he superciliously views the serried ranks, he should pause a moment and consider that there, but for the Grace of God, stands "Transferred Poor Law Officer, Northampton"!

I am,
Yours faithfully,
"CAVE CANEM."
(L.C.C.)

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—The letter by "Transferred Poor Law Officer" under the caption: "Needs Test Administration," protesting against the appointment of temporary men to permanent posts makes one blush for one's service. Surely he meant the letter in jest. Every argument he advances starts with a premise utterly false, which is followed by a process of reasoning as unsound as it is fallacious. Is it by such means this "Officer" endeavours to uphold, what he terms, "the status of the Poor Law"? Such effusions and methods

LETTERS TO THE EDITOR

of argument would degrade the intellectual status of any body. Because men are recruited from the ranks of the unemployed, he argues *post hoc et propter hoc* they must be inferior beings. Can one be so totally out of touch with industrial conditions to-day? Does this man not yet know that men of high intellectual ability are amongst the unemployed and seeking any post offered—men who have had to face the storm of competitive industrial life whilst this "officer" remains sheltered, secure, moribund, in his "permanent post." Now, at the first ripple of competition appearing in the shallow backwater of this "officer's" life, he squeaks. Temporary men are made of sterner stuff.

His remarks that the appointment of temporary men to permanent posts "will lower the status of the Poor Law" is at once funny—and pathetic. The truth would appear to be that this "officer" is more concerned with his own status than that of the Poor Law (whatever that may be), or the status of his fellows. Certainly, the welfare of the public does not enter into his calculations, else he would welcome, where it exists, talent and fresh blood into his service as do other men on the permanent staff embued with a wider vision and a greater charity.

I am, sir, yours faithfully,
October 22, 1932. "S."

VOLUNTARY SUPERANNUATION

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—It has occurred to a few of us that Mr. Longden in his letter published in the October issue hardly puts up an argument of veracity and utility in view of the fact that he regrets that councils do not adopt superannuation schemes to give an officer (in the case quoted) statutory benefits at an annual cost of £10 as against an annual cost of £40 if privately provided. A 1922 Act pension (the term, if vulgar, is short) is, once it starts, neither more nor less than an annuity enjoyed during the life of the recipient. Many insurance companies offer annuities at 65 at the rate of £10 10s. for each £100. It would therefore take about £1,100 to provide £116 per annum and to accumulate £1,100 over thirty-five years, £15 at 4 per cent. would be sufficient. Tables can be found in Whitakers 1932 edition, pages 465 and 499.

It seems to me that the building up of a fund of capital of about £3,000, i.e., £40 at 4 per cent. compound interest for thirty-five years, is far too extravagant a comparison with the provisions of the 1922 Act.

Would it not be better to appeal to our City Fathers on the ground that the ratio

(*Continued at foot of next column*)

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Total premiums paid over period of 30 years ..	£247 17 6	
Less income tax rebate (at present rate), 2/6 in £1 ..	£30 0 0	
		£217 17 6
PROFIT		£262 2 6

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of benevolence is not 30 to 10 (£40 minus "equivalent contribution" of £10), but at 4 per cent. is more like 5 to 10. This ratio only applies to the officer contributing over a long period and does not dispose of the objection of the councils to confer benefits upon that respected class, the officer with long service, unfortunately non-contributory. In reply, I shall be told that this objection is not greatly in evidence. I wonder?

I am, sir,
Yours faithfully,
"CHEW."

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Telephone: Victoria 8592 (4 lines).
Telegrams: Natassoc, Parl, London.

IMPORTANT DATES

October 31.—Branches to remit all moneys due to the Association to Headquarters.

October 31.—Summary Sheets to be forwarded to Headquarters as soon as possible.

October 31.—District Committees to furnish Financial Statements to Headquarters.

November 1.—Branch Annual Meetings to be held during month.

November 30.—Last day for applying for admission to N.A.L.G.O. Examinations in January.

HEADQUARTERS AND BRANCHES

The following Circulars have been remitted to Branch Honorary Secretaries from Headquarters:—

SEPTEMBER 20

Circular No. 61/HY/1932
Asking Branches that did not order "Help Yourself" Annuals last year to take supplies.

SEPTEMBER 30

Circular No. 62/*Gen.*/1932
To certain Branch Secretaries asking them to check particulars regarding their scale of salaries for general staff.

OCTOBER 5

Circular No. 64/BS/1932
Giving details of the remarkable success of the Building Society and inviting applications for loans.

Circular No. 65/Gen./1932
(*a*) Enclosing print of National Rules and Constitution.
(*b*) Requesting that the Divisional Organising Secretary be informed of any extension, termination or variation of economy deductions.

Circular No. 66/ED/1932
Enclosing copy of autumn prospectus of the Nalgo Correspondence Institute, and giving particulars of new features.

Circular No. 67/*Sports*/1932
To district committees regarding a suggestion for the formation of a National Sports Council.

Circular No. 68/*Gen.*/1932
Regarding the publicity campaign and indicating how Branches can co-operate.

OCTOBER 10

Circular No. 63/HY/1932
Notifying dispatch of "Help Yourself" Annuals and containing further information regarding the sale of "Help Yourself" Annuals in aid of the Benevolent and Orphan Fund.

OCTOBER 11

Circular No. 70/*Trading Scheme*/1932 (*To Metropolitan District Branch Secretaries.*)
Giving particulars of the scheme and its operation.

OCTOBER 13

Circular No. 71/*Gen.*/1932
(*a*) Enclosing copy of memorandum submitted to the Local Government Economy Committee.
(*b*) Asking for copies of manifestos issued by candidates for the Municipal Elections.

OCTOBER 17

Circular No. 72/*Log*/1932. *To Local Correspondents* giving examples of the great advantage offered by Assurance schemes in catering for the requirements of many officers.

Circular No. 73/*Prov.*/1932
To Local Correspondents regarding the Membership Campaign for 1932.

OCTOBER 25

Circular No. 69/1932
To certain Branch Secretaries regarding Christmas Hampers to beneficiaries of the B. and O. Fund.

COST OF LIVING

The following table shows the average percentage increase at the beginning of each month since January, 1915, as compared with July, 1914 (at five-year intervals), together with the figures for 1932 for all items included by the Ministry of Labour in the calculation of the cost-of-living figure:—

MONTH	1915	1920	1925	1930	1932
January ..	10-15	125	80	66	47
February ..	15	130	79	64	47
March ..	15-20	130	79	61	46
April	15-20	132	75	57	44
May	20	141	73	55	43
June	25	150	72	54	42
July	25	152	73	55	43
August ..	25	155	73	57	41
September ..	25	161	74	57	41
October ..	30	164	76	56	43
November ..	30-35	176	76	57	
December ..	35	169	77	55	

The percentage increases for the last three months in each of the five groups on which the Index Figure is based are as follows:—

	AUG.	SEPT.	OCT.
Food	23	23	25
Rent	54	54	54
Clothing ..	90	90	90
Fuel and Light	70	70	75
Other items ..	75	70	70

It will be seen that the anticipated rise in the cost-of-living figures, hitherto delayed by abnormal circumstances, has commenced. The "Ministry of Labour Gazette" states that the principal movements during the month were increases in the average prices of eggs, milk, butter, bread, flour and bacon and decreases in those of potatoes, beef and mutton.

NORTH-EASTERN DISTRICT

Visit of the President

The September quarterly meeting held on September 24 in the Council Chamber, South Shields, was of more than usual interest on account of the President's visit. The attendance, which was probably a record one, included Colonel Chapman (Mayor of South Shields), who welcomed the delegates, Dr. J. B. Williamson, Sir Tom Percival (Vice-President), J. T. Edington (Clerk to the Seaham Harbour U.D.C.), J. B. Swinden (D.O.S.), Mr. Donnan and Dr. W. Campbell Lyons (President of the South Shields Branch).

Mr. Marsden spoke of his close association with the North-East, and to the pleasure it gave him to renew his acquaintance with so many friends. He outlined the policy of the Association in relation to the present economic crisis and demonstrated the power of the Association in dealing with all matters of emergency, pointing out that their efforts would continue to have far-reaching results for the good of the municipal service. "The strength of N.A.L.G.O. is in the Districts," remarked the President, "and Branch officials will perform a yeoman service on behalf of the Association by maintaining the loyal support of their members during what is probably the gravest period of difficulty in our history.

END OF BRANCH YEAR

Every branch has been supplied with Summary Sheets on which to enter the names of members and subscriptions, and also particulars of contributions to the B. and O. Fund for the branch year 1931-2, which ended on October 31. Any member who has not completed payment of his or her subscription for the current year is earnestly requested to do so forthwith in order that departmental collectors may close their lists and pay over to the branch secretary or treasurer, as the case may be.

Branch officials are extremely busy, particularly at this time of the year, in complying with the somewhat exacting demands of Headquarters, and prompt settlement of subscriptions greatly assists them in discharging the responsibilities of their offices.

Summary Sheets are of extreme value in the organisation of the Association, as they form the record of membership for the current year.

A WARNING!

A former member of the Bristol Branch is reported to have called on Branch Officers soliciting financial aid. Information received regarding this man is such that it is thought desirable to warn Branch Officers to have nothing to do with him. One of our Branch Secretaries reports that he was induced to give a sum of money to another man who produced a letter in support of an appeal for various funds. It is believed that in both these cases particulars of the Branch Officers have been obtained, probably from the Annual Report.

EXAMINATION GRANTS TO OFFICERS

The London University Diploma in Public Administration has been added to the list of examinations recognised by the Coventry City Council for the award of special grants. Officers successful in passing the examination receive a grant of £20.

RESEARCH GROUPS

Formation at Cambridge

A joint meeting of the members of the Cambridge Borough and County Branches of N.A.L.G.O., with Mr. L. R. Hewitt, president of the borough branch, in the chair, was held at the Guildhall, Cambridge, on October 21, for the purpose of considering the formation of a Research Group. The meeting was addressed by Mr. T. Harvatt, education secretary of N.A.L.G.O., who surveyed what has already been done in this direction thoughout the country, and the possibilities for work of the kind in the future. The meeting unanimously resolved upon the formation of a Research Group having as its nucleus the N.A.L.G.O members present at the meeting. Mr. A. L. Peacock, hon. secretary of the county branch, was asked to act as secretary (*pro tem*) for the Research Group.

NEW BRANCHES

A new branch of the Association has been formed at Newburn, comprising the officers of the Newburn U.D.C. The honorary secretary is Mr. L. T. Miller, and the honorary treasurer Mr. R. M. Tarbitt, and the commencing membership will be 14.

East Cleveland Branch comprises the officers of the Skelton and Brotton U.D.C., Loftus U.D.C., and Saltburn U.D.C. The honorary secretary and treasurer is Mr. L. Baker, Council Offices, Skelton-in-Cleveland.

A branch at Goole comprises the officers of the Goole Urban and Rural District Councils. The commencing membership will be approximately 25, and Mr. H. S. Walker and Mr. E. R. Taylor have consented to act as honorary secretary and honorary treasurer respectively.

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to The Editor.

NOVEMBER 1932

NOTES OF THE MONTH

PUBLIC EXPENDITURE

THERE has been plenty of evidence during the past month in the correspondence columns and in the editorials of the daily press, of a struggle between those who think that economy in public expenditure can be over-done, and those who are still persistent in their efforts to reduce public expenditure to the lowest possible amount. It is not an easy thing to pin one's faith on any particular line of thought at the present time. One day we see reasoned statements appearing in the press over the signatures of a group of well-known economists, and the next day an exactly contrary opinion appearing over the names of other equally well-known economists.

Twelve months ago nearly every newspaper in the country hailed Viscount Snowden as the saviour of the country. To-day, because he says there is no financial crisis he is apparently talking nonsense. The Chancellor of the Exchequer and the Minister of Health would declare that economy in public expenditure is the most direct way to the revival of industry and national prosperity. The Governor of the Bank of England, Mr. Montagu Norman, says that the present situation is beyond the control of either financiers or governments; and that he cannot say what is the best solution. He is apparently as much at sea as everyone else. Whilst these conflicting views are bewildering a public which depends for its thinking upon the daily press, the old order of things is slowly drifting to chaos. As Mr. H. G. Wells said to the Liberal Summer School at Oxford last July, "The game, if I may call it that, of public affairs has changed in its nature. It can no longer be played according to time-honoured rules and precedents. There are no precedents for most of our modern situations."

We are entitled, however, to take what little comfort we can from the fact that at last there are indications of a realisation that this economy cry is more of a rout than a solution to our economic difficulties. This slight change of opinion will not in any way deflect the Ray Committee from its purpose. That committee will say that it has had an instruction from the Chancellor of the Exchequer, and its duty is to show how expenditure in local government can be reduced, irrespective of other people's judgment, and it will take comfort from the fact that when it has produced its report the responsibility of putting its recommendations into execution will lie with the Government.

It is to be hoped that sanity will be preserved between the publication of the report and the issue of a circular of advice by the Ministry of Health. We are nervous, however, that once the committee's report is made public many local authorities will not wait for a lead to be given by the Minister of Health; there is a grave possibility that decisions will be taken whilst the going is good.

The National Executive Council, as all members now know, has put the association's case before the committee in the form of a memorandum. We have reason to believe that the action was timely and that it had a tremendous effect upon the members of the Economy Committee. Since then, the association has asked the Minister of Health to refrain from making public any recommendations with regard to salaries and service conditions before the Ministry's policy has been decided, and that before a circular is issued to local authorities the Minister will give the association a conference on the whole matter.

Local government officers are not afraid of economy in administrative methods of the sensible kind; they are still struggling with the Local Government Act of 1929, and much effective economy can be obtained by that Act if time is given for its proper application. What local government officers are afraid of is a wanton attack upon their standard of living and service conditions. We have already seen to what extent this can be done.

Some local authorities have already considered such questions as compelling every officer to live within the city boundaries; whether the wives of officers can be restrained from taking any part in business; whether their officers can be compelled to cease participation in any remunerative activity outside their official duties, and all this points to a frame of mind which, if allowed to have free play, will have no compunction in reducing the appointment of local government officers to a modern form of serfdom and slavery; denying them even the rights common to all citizens.

There have been of late numerous demonstrations by large numbers of unemployed and we are told that advantage is being taken of their unfortunate position by agitators with communistic objectives. We see the latters' opposite number taking advantage of the economy march on public expenditure. To some men, whose names we need not mention, the sight of a local government officer or a civil servant causes the same chemical reaction in their blood stream as the sight of a policeman has upon that of a felon, and the real danger in both camps lies in the influence of the extremists.

During the anxious moments of the next few weeks, local government officers of all grades may rest assured that the National Executive Council will keep in close touch with the situation, and that it will at the right moment advise the best line to take in the interests of the service.

POLICE PAY CUTS

THE announcement that the second instalment of the police cuts, which brings the total up to 10 per cent., must take effect as from the first of this month, is accompanied by an official statement that "after full account has been taken of the product of the existing pay cut at the rate of 5 per cent., and of the effect of the reduction in the rates for new entrants and of administrative economies, there still remains a deficit of approximately £640,000 on the total sum of £2,000,000 to be secured in police expenditure in the second year, which cannot be met otherwise than by a full second instalment of the prescribed pay cut."

The same official statement states that the representatives of the local police authorities and of the chief officers of police in county and borough forces feel that if possible it would be desirable in the interest of police efficiency to refrain from imposing the second portion of the cut, and there has been a general belief abroad that the second part of the cut would not be imposed. This hope has now gone, but there is another side to this question which must not be overlooked. The 10-per-cent. reduction of the police pay was a part of the general scheme of salary "cuts" for teachers, civil servants, and local government officers embodied in last year's economy campaign, and it is obvious that had the Government receded from its former decision with regard to the police force, it would have had to face a just claim for the remission of half the cuts which are now operating on teachers' and other public servants' salaries.

The hope goes with this decision of obtaining any immediate relief from the existing deductions.

PROVIDENT BENEFITS

The percentage of letters published, reflecting the appreciation of members who have derived some particular benefit from the Association, is infinitesimal compared with the number received. Some are outstanding and almost compel publication. Here is an example :

"Now I have returned to duty after my long illness, I feel I must let you know how much I have appreciated the promptness with which matters connected with sick pay and my welfare have been dealt with, and the 'no trouble' policy one meets with from the local correspondent and headquarters. I have been a member of the Officials Association (now N.A.L.G.O.) since my appointment here over twenty-seven years ago, and this is the first time I have had to draw on the sick funds over any extended period (and, of course, hope I shall have no occasion to do so again) but it has proved the necessity for making provision for times of adversity. As you are aware, I am a member of the Provident Society, State Insurance (voluntary), a Life Policy Holder, and have contributed to the Benevolent Fund since its inception, and I never lose an opportunity of advocating the advantages of N.A.L.G.O. and its various activities to 'back-sliders' and new entrants into municipal service.

"In particular I desire to record my appreciation of the fortnight's residence I had at Nalgo House, Matlock, in June last. The social side of the life there was appreciated by all—no one was allowed to be left out 'in the cold,' and within a few hours of entering one was made to feel a member of a big family, with common interests. The whole atmosphere was jolly, and the staff did their jobs cheerfully and well."

Providing Against Sickness

As far as the payment of benefit during sickness is concerned now is the time to make provision against the period of the year when sickness is most prevalent—Springtime. Every year the N.A.L.G.O. Provident Society pays hundreds of pounds between February and April when the members are most prone to illness. The effects of the winter months takes its toll in the spring.

Six months' membership of the Provident Society is necessary before benefit can be drawn, so those who join now will be in full benefit when they will be in most need of protection. Up to December 31 next medical examination will be waived in respect of those who are under forty.

DR. F. E. SCRASE

A gracious tribute by the Mayor of Hampstead, Councillor Harold Bailey, M.B.E., to the work of a valued public servant, marked the occasion of the retirement of Dr. F. E. Scrase, F.R.C.S., Medical Officer of Health.

Dr. Scrase leaves Hampstead after twenty years as Medical Officer of Health, but with many more years' happy association with this important London borough. In the exercise of his duties—oft-times thankless—Dr. Scrase, Councillor Bailey told a meeting of the Council, had always

DR. F. E. SCRASE
M.O.H., Hampstead, who has retired

acted from a strict sense of duty, without fear or favour, but at the same time, he was always willing and anxious to help and assist anyone who came to him. "I think he has often been able to turn aside wrath by the exercise of his smile."

Dr. Scrase's work has been largely of a preventative nature, but he has a happy knack of combining pleasure with work, as those with experience of N.A.L.G.O.'s sea cruise are aware.

NALGO BUILDING SOCIETY

FRAE SAVIN' COMES HAVIN'

The progress of the N.A.L.G.O. Building Society is exceeding the most optimistic calculations, both from the point of view of investments received and applications for mortgages. Mortgages exceeding £70,000 have already been authorised and are in the hands of the Society's solicitors for completion.

Facilities for safe and remunerative investment and for house purchase are keenly appreciated by the members. It is glowing testimony to N.A.L.G.O. that a Society, which has been functioning for three months only, should be able to report such progress. It is attracting the big investment of the highly placed official and the modest 2s. per month of the junior clerk. No new scheme of the Association has ever gone forward at such a pace, proving that the Building Society is obviously providing a real service to the members.

Borrowers' Appreciation

The following comments from members who have already been granted loans speak for themselves :

"It was quick business and very creditable. . . ."

"May I express my appreciation and thanks for the very prompt and helpful manner in which you have dealt with my application. . . ."

"I should like to take this opportunity of thanking you for the prompt attention you have given to this matter and to say I will use this example as another advantage of the Society. . . ."

Members are invited to send their investment and mortgage problems to Headquarters. In the latter case they can be assured that any advice given will be in their interests only.

Are you getting the best out of

NATIONAL HEALTH INSURANCE?

SICKNESS, DISABLEMENT AND MATERNITY BENEFITS, DENTAL, OPTICAL, HOSPITAL AND CONVALESCENT HOME TREATMENT, SURGICAL APPLIANCES, WIDOWS', ORPHANS' & OLD AGE PENSIONS.

Obtain best benefits and the most considerate treatment from the

NALGO APPROVED SOCIETY

24 ABINGDON STREET, WESTMINSTER - S.W.1.

N.A.L.G.O. IN SCOTLAND

MEMORANDUM TO ECONOMY COMMITTEE

By the D.O.S.

AT the Scottish Council Meeting on October 1, the Executive Committee's suggestion that we should orthwith submit a memorandum to he Scottish Economy Committee was onsidered. Up to the day of the meeting here was a strong feeling that it would e unwise and probably unnecessary to rouble the Committee with any repre-entations. Rumour had it, however, hat the Committee was determined to eal with salaries and there was a good leal of apprehension amongst members. t was evident from resolutions received hat members desired the Association to ake action. A letter from Headquarters upported the laying of our case before he Economy Committee without delay, nd it was therefore agreed that a memorandum be drafted, a small Emergency Committee being appointed for the purpose. On the following Tuesday copies of the memorandum were lodged with the secretary to the Economy Committee in Edinburgh.

We understand that Lord Lovat, the Chairman, submitted the document to a meeting of his Committee on the Thursday and that consideration of the matter was then adjourned. We anticipate that by the time this report appears the Committee will have reported to the Chancellor of the Exchequer who will have to decide whether or not the Report is to be made public.

Summer School

On the recommendation of the Education Committee the Scottish Council decided to seek a grant from the National Executive for a Scottish Summer School next year. The Council arrived at this decision after some hesitation, since the number attending last year's School was somewhat disappointing. However, a letter from the students attending last Summer School urged that the School be tried another year, and this it was agreed to do.

It is difficult to account for the lack of support in past years. It cannot be a question of finance for our four largest branches have been willing to contribute almost half the cost of the students' residence at St. Andrews. Nor is it due to any lack of appreciation of the lectures or of the accommodation or of the social or recreation facilities provided. Perhaps the word "School" frightens a good many. The opinion was expressed that if we called it a "Conference"—and really it is more of the nature of a Conference than of a School—we should get a much larger attendance. We must see what next year's attempt brings forth.

Diploma in Public Administration

Classes for a Diploma in Public Administration are being held at Glasgow University, and there has been a fair enrolment of students. In view of the considerable expense involved, it was agreed to make a grant towards this object from the Scottish Council funds.

Branch Intelligence

At the last meeting of the Glasgow Executive satisfaction was expressed at the prompt action taken by the Association in connection with the Corporation's economy proposals as affecting salaries. The members appreciated the action of the Conditions of Service Committee in honouring an understanding which the Association had made with the Corporation some nine months previously. When consolidation took place and the last cut was made on salaries it was agreed that there should be no further revision of salaries at least until December, 1933. It was questionable whether the minute of the Corporation constituted an agreement which was legally binding. On this subject we had written to the Corporation asking for an interview, and the D.O.S. was in attendance at the meeting. We had also made arrangements to get the opinion of Counsel should the Conditions of Service Committee uphold the Economy Committee's recommendations. This, however, was unnecessary. We mention these facts merely to answer those people who are always asking what N.A.L.G.O. is doing.

A propaganda meeting of the Ayrshire Branch was held with the County officials on October 7. Mr. John Davies, of Kilmarnock, the President of the Branch, presided, and Mr. Hugh Begg, Chairman of the Scottish Council, and Mr. J. M. Mortimer, the D.O.S., addressed the meeting. Much interest was evidenced in the work of our Association, and there was a large number of enrolments.

Extraordinary Proposal at Cowdenbeath

The D.O.S. interviewed Cowdenbeath Town Council on September 29 regarding a recommendation of the Staffing Committee that there be one first assistant, one second assistant and one apprentice in the Chamberlain's Department. The apprentice shall serve five years, at the end of which time another apprentice shall be engaged. At the expiry of six months from the engagement of this apprentice the first assistant shall retire and the second assistant shall be promoted to the position of the first assistant, and the third assistant to the position of second assistant. We do not wonder it was referred back!

Aid to Hospitals

The Scottish Council received a cheque from the Help Yourself Society for distribution to orphanages, hospitals, etc., in Scotland. The Council decided to remit to Branches that had sold "Help Yourself" Annuals a sum proportionate to the numbers sold so that the Branch could make a donation to some local hospital.

31st December is the last day for joining*

Have You Remembered the

3 Points?

For 6/- per month the Nalgo Provident Society

- **PAYS You £2 2s. weekly whilst sick.**
- **SENDS You to beautiful "Nalgo House," Matlock, for two weeks, to recuperate, and at the end of the year**
- **RETURNS You most of your payments — last year 75 per cent.**

** Without medical examination if under 40.*

Nalgo Provident Society

24 Abingdon Street, London, S.W.1

READERS' NOTES

By Jonas Praps

THE flood-tide of "Autumn Publications" is upon us. Publishers' announcements are daily portions of my letter-bag, and although there is a perceptible increase in the volume of books published, it is not so great as it would be in more normal times.

The most notable increase is in the issue of biography and travel. *Kamet Conquered*, by F. S. Smythe (Gollancz, 16s.) is a wonderful record of organisation and perseverance under most trying conditions. Kamet is a giant peak in the Himalayas of 25,447 feet—the highest yet scaled by man. To read of the party's conquest of appalling cold and other difficulties from the vantage point of the arm-chair seems unfair. Camping higher than Mont Blanc must be an experience given to but few and despite the average Englishman's love of comfort many would have liked to share the glorious scramble to the summit. The adventurous-minded will be thrilled with the book.

* * *

A conquest of a different type will be found in the *Life of Joseph Wright* by his widow (Oxford University Press, 30s.). Of humble birth, the son of a weaver near Idle, in Yorkshire, with few opportunities of education, Wright rose superior to his surroundings and became a noted figure in Oxford circles. Probably his early surroundings influenced his keenness for the study of local forms of speech and he infused enthusiasm in the hundreds of correspondents who aided him in his search. To publish an English Dialect Dictionary in six volumes extending to many thousand pages giving county variants of words, and examples of their earliest use, and make it a financial success when experts told him it couldn't be done was as great a conquest as that of Kamet in another sphere.

* * *

The first volume of Arnold Bennett's diary has recently been published by Cassell (10s. 6d.). It covers the period 1896-1910 and is an intimate record of himself. To a "reader," the more interesting parts will be those which tell of his early failures as a novelist and of the eventual success of the "Five Towns" series.

* * *

Very many of my readers will wish to continue the fortunes of the Herries family created by Hugh Walpole, as recorded in the third volume of the series, *The Fortress* (Macmillan, 10s. 6d.). It brings the record down to 1875. The family feud is not by any means a new theme in fiction but Walpole gives freshness to it. Judith Paris is still an outstanding figure and many readers consider her the author's greatest creation. This family record is a little too long drawn out.

The name of Bath will ever in my mind reflect *Beau Nash* and he must perforce be one of the principal figures in Edith Sitwell's account of the place in its early and great days. The book is published by Faber & Faber at 15s. It is no mere scissors and paste record, there is evidence of the writer's enthusiasm for her subject. She writes sympathetically of Beau Nash, not too much of his foppishness but of the more serious side of this strange figure in history. Walpole, Addison and many others appear in the pages under review and Miss Sitwell is to be congratulated upon making dry bones, previously many times hashed up, live again.

* * *

The spirit of Baron Munchausen must be abroad in the world for yet another of the truth (if it be truth) stranger-than-fiction records will be found in *Senor*

Mr. J. H. STONE
to whom a presentation was made at a meeting of the N.E. District Committee.

Bum in the Jungle, by Alzo Sand (Gollancz, 10s. 6d.). Picture two men on a barren stretch of sand on the Orinoco River, foodless and surrounded by crocodiles, add a pinch of Munchausen and a few drops of Louis de Rougement, whom I expect most of my readers will have forgotten, and the mixture for hair-breadth adventures is ready prepared. Swallow it and you will not be disappointed.

* * *

For their excellent studies of character, Storm Jameson's *That Was Yesterday* and G. B. Stern's *Little Red Horses* (both Heinemann, 8s. 6d.) are well worth reading, particularly the latter—an excellent study of boy and girl love.

---

years of health and happiness in which to enjoy leisure so honourably earned.

Sir Tom Percival, Dr. J. B. Williamson, Messrs. F. Bingham, Donnan, and Swinden also paid tribute to the quarter century of unremitting toil carried out by Mr. Stone in the interests of N.A.L.G.O., and Mr. and Mrs. Stone suitably responded.

MOVEMENTS OF MEMBERS

Having served the Tyne Port Sanitary Authority as Assistant Sanitary Inspector for over twelve years, Mr. Norman Park has been appointed to the position of Chief Inspector.

Recent changes include the following:

H. Archer, Walsall, to Sanitary Inspector, Birmingham. R. G. Austin, Wilts C.C., to Bucks C.C.

F. J. Bailey, Gravesend, to City Rates Clerk, Stepney. A. W. Basham, Reigate, to Gainsborough as Assistant Clerk. S. Bridnor, Middlesbrough, to Deputy County Accountant. C. P. Brutton, West Riding, to Deputy Clerk, Cheshire C.C. D. J. Burchell, Worcester, to Senior Clerk, West Suffolk Education Committee. E. Bywater, Wallington, to Building Inspector. Walthamstow.

E. C. Crooks, Doncaster, to Rating officer, Plympton U.D.C. F. C. Constable, Brighton, to Bedford C.C.

W. T. Davies, Teddington, to Surveyor, Chertsey.

R. O. Evans, Doncaster, to Chief Clerk, Electricity Department, Southend.

A. G. Fogg, Hammersmith, to Ilford. S. H. Fowler, Loughborough, to Electrical Engineer, Heston and Isleworth. W. Forsyth, Carlisle, to Borough Accountant, Conway.

A. B. Glasspool, Doncaster, Accountant and Rating Officer, Ormskirk U.D.C. R. H. Grey, Norfolk, to Master, Hambledon Institution, Surrey. F. Grundy, Twickenham, to Assistant Surveyor, Teddington.

G. Haig, Manchester, Parks Superintendent, Hastings. J. H. Haynes, Surrey C.C., to Weymouth.

T. W. James, Winchester, to Stores Clerk, Carshalton.

J. Kingdon, Lowestoft, to Legal Clerk, Barking. J. Kirkman, Middleton, Chief Financial Officer, Chertsey.

R. C. Linney, West Hartlepool, to Assistant Solicitor, West Riding C.C. S. Luckhurst, Gainsborough, to Assistant Clerk, Whitstable U.D.C.

Dr. E. J. O'Keefe, Leigh, to Assistant M.O., West Suffolk C.C.

P. Parr, Bebington, to Borough Surveyor, Sutton Coldfield. W. J. Pedel, Bucks C.C., to Relieving Officer, Edmonton.

F. P. Phillipson, Wilts C.C., to Ledger Clerk, Doncaster. J. L. Postlethwaite, Liverpool, to Valuation Officer, Plymouth.

G. T. Rhodes, Widnes, to Audit Assistant, Brentford and Chiswick.

W. C. Sprunt, Batley, to Curator of Museums, Doncaster.

J. C. Tulley, Batley, to Park Superintendent, Rochdale. J. R. Toovey, Somerset, to Valuation Officer, Eastbourne.

Miss D. Watson, Derby C.C., to Dental Attendant, Derby. G. A. M. Wilkinson, Buxton, to Cheltenham.

DISTRICT PRESENTATION

In conjunction with the visit of the President to the North-Eastern District Committee, a pleasing ceremony concluded the business. After a delightful tea, provided by the South Shields Branch, at which Dr. W. Campbell Lyons (Medical Officer of Health and President of the local branch) presided, the Mayor of South Shields (Colonel Chapman) welcomed the visitors and was supported in a most gracious speech by the Mayoress (Mrs. Chapman).

Gifts consisting of an illuminated album, containing pictorial references to the principal centres of interest in the North-Eastern area, the autographs of National and District Committee officers and of all present at the function, an oak bookcase and a fitted hall wardrobe for Mr. J. H. Stone, together with a gold wristlet watch for Mrs. Stone, were handed over by the President, with sincere wishes for many

(*Continued in column 2*)

WHITLEY COUNCILS IN THE LOCAL GOVERNMENT SERVICE

APPLICATION OF STANDARD SCALES AND CONDITIONS

By The Organising Secretary

THE formation of Joint Industrial Councils (or Whitley Councils, as they are more popularly known) was unanimously recommended by a committee appointed by the late Lord Oxford, when Mr. Asquith, to advise the Cabinet on the relationship of employers and employed. The committee was presided over by the Right Hon. J. H. Whitley, M.P., then Chairman of Committees of the House of Commons, and comprised representatives of many organisations of employers and employed, with Mr. H. J. Wilson, Ministry of Labour, and Mr. Arthur Greenwood as secretaries.

Early Representations

On October 20, 1917, the Minister of Labour, in a letter to the leading employers' associations and trade unions, emphasised the need for their representative organisations to get together and prepare themselves for the problems of reconstruction, not merely for the sake of those concerned in the various industries, but for the sake of the nation.

N.A.L.G.O. was one of the first public officers' organisations to realise the importance of Whitley Councils and was, in fact, responsible for the reference to the Local Government Service in the Whitley Reports. After considerable preparatory work with the Associations of Local Authorities, a National Whitley Council was established, and the first meeting took place on February 25, 1920. At a subsequent meeting, the Association submitted its programme covering Salary Scales and Conditions of Service, and valuable recommendations were obtained, particularly in regard to a National Minimum Scale of Salary, War Bonus, Holidays, Overtime, and Superannuation.

Provincial Councils

A scheme for the establishment of sixteen Provincial Councils covering England and Wales was formulated and conferences organised in the respective areas. In 1921 the position was as follows:—Councils formed: No. 1, North Eastern; No. 7, West Midland; No. 9, Metropolitan; No. 16, South Wales; in course of formation: No. 3, Yorks (West Riding); No. 5, Lancashire and Cheshire; No. 8, Eastern; No. 13, Western; formation failed: No. 4, Yorks (North and East Ridings); No. 12, South Midland; No. 14, South Western; No. 15, North Wales; no conference arranged: No. 2, North Western; No. 6, East Midland; No. 10, Northern Home Counties; No. 11, Southern Home Counties.

In order that N.A.L.G.O. might reflect accurately the aspirations of all sections of the service, a Standing Joint Committee was established between representatives of the N.A.L.G.O. and of Sectional and Professional Societies; a programme of Salaries and Service Conditions for the various sections and professions was obtained and correlated by that committee with a view to its ultimate submission to the National Whitley Council.

Unfortunately, the National Whitley Council only had the participation of the County Councils' Association for a very brief period; difficulties arose in regard to the continued representation of the Association of Municipal Corporations, and by February, 1921, the Council had ceased to function.

Council for Scotland

A Joint Industrial Council for the administrative, technical and clerical staffs of Scottish local authorities was formed with a constitution providing for the appointment of eighteen representatives on each side. N.A.L.G.O. had ten seats on the staff side. The first meeting was held on October 14, 1920, but the County Councils' Association, the Education Authorities' Association and Glasgow Corporation were not represented and there was little enthusiasm on the employers' side. It appears to have had its last meeting in April, 1921, and efforts to keep it alive were unavailing. It was intended to establish six Provincial Whitley Councils in Scotland and a number of meetings took place at various centres, but no provincial council was established upon a working basis. A few local joint committees were set up.

Co-operation Appeal

The Association approached the Ministry of Labour with a view to the Department taking the initiative so far as the Local Authorities' Associations were concerned, in the direction of arranging a conference, representative of the bodies comprising the employers side. Such a conference was held under the presidency of Sir D. Shackleton, at the Ministry of Labour, and was adjourned to observe the working of the reconstructed Council for the Manual (Non-Trading) Services, but difficulties arose regarding the Non-Trading Council and the Minister decided not to convene another conference until these were disposed of.

Direct approach made to the Association of Municipal Corporations resulted in a conference between representatives of the respective Associations being held at Caxton Hall on June 7, 1921. The N.A.L.G.O. representatives dealt with the grounds on which the A.M.C. had decided to withdraw from the National Council, appealed for reconsideration, and for a further conference in the event of the Association of Municipal Corporations not being prepared to accept the views then put forward. (A full report of this conference appeared in the July, 1921, issue of the official journal.) An attempt was made at a later date to arrange a further conference between representatives of the two Associations, but without success.

N.A.L.G.O. then convened a meeting of the staff side representatives on the National Whitley Council for the discussion and examination of the difficulties and secured agreement as to their policy and attitude.

Superannuation Discussions

In connection with the subject of superannuation, which was very prominent at the time and in the absence of a National Whitley Council, a conference of representatives of Provincial Councils was held in London on January 21, 1922, when the Provincial Whitley Councils for Northumberland and Durham, Yorkshire (West Riding), Lancashire and Cheshire, West Midland, and London District (County of London), were represented. The South Wales Provincial Council had at that time suspended deliberations.

In 1923, a sub-committee was set up for the purpose of preparing a report on the reorganisation of Whitley Councils for the Local Government Service. The whole situation was reviewed and the bearing on the subject of conferences of representatives of existing Provincial Councils, which had been held in London on January 21, 1922 (to consider superannuation) and February 17, 1923 (with the principal object of re-establishing a National Joint Council and, incidentally, acting as an interim supreme Joint Whitley Organisation until a National Joint Council was re-formed), had been carefully weighed.

Spirit of Conciliation

The Association decided (1) that it would not interfere officially with the development of the conferences of representatives of existing Provincial Councils; but through their representatives present at those conferences, would discourage any action likely to prejudice the spirit of conciliation which may be developed; (2) that it would encourage the formation of Local Joint Committees and additional Provincial Whitley Councils, either to cover the present geographical areas, or others considered to be more suitable; and (3) that a sub-committee should be appointed with authority to approach the Authorities' Associations.

Representatives from the conference of Provincial Councils interviewed Sir David Shackleton at the Ministry of Labour on February 16, 1923. Both

employers' and employees' sides of the London, Lancashire and Cheshire, and West Riding Provincial Councils endeavoured to secure the influence of the Ministry to re-establish the National Council and the extension of Provincial Councils, also laying before him proposals as to the methods which they advocated for this purpose. Sir David, after stating that the policy of the Government in regard to Whitley Councils was unchanged, and that he personally regarded the proposals favourably, felt that he must consult with the Minister of Labour, since the proposal to build up a National Council from Provincial Councils was a new one. He held out hopes that he would be able to do something on the line suggested.

The conference of representatives of Provincial Councils, supporting the views of the deputation, set up a Standing Deputation with power to approach the Ministry of Labour and to take such steps as might be considered desirable to bring about a conference between employers' and staff organisations. In the meantime, satisfactory results were being obtained from the operations of the Provincial Whitley Councils and a considerable number of Local Whitley Committees, and the District Committees of the Association were asked to use their best efforts to encourage the setting up of more Local Whitley Committees and Provincial Whitley Councils for those areas not yet covered.

Questions to Candidates

At the General Election in December, 1923, all Parliamentary candidates were asked: (1) Are you in favour of the regulation, by means of Whitley Councils, of the remuneration and conditions of service of local government officers? (2) Where such Councils fail to agree, or in other cases of differences, are you in favour of the issue being settled by arbitration? Favourable replies were received from 379 candidates, of which number 123 were eventually returned to Parliament.

Efforts were made to secure the introduction of a Private Member's Bill which would set up Whitley machinery for the local government service. In the absence of success at the ballot, however, Mr. Frank Murrell, M.P. (Liberal, Weston-super-Mare), who had introduced an "Industrial Councils Bill," was approached, and undertook to include in the interpretation clause words that would make it clear that the scope of the Bill would apply to the local government service. Unfortunately, the Bill did not proceed owing to the congestion of legislation.

Standing Joint Conference

On January 24, 1925, a conference of representatives of Provincial Councils decided to establish an interim body known as the Standing Joint Conference for Local Authorities' Administrative, Technical, and Clerical Services and to refer to such conference any questions on which a national decision was desired.

On June 11, 1927, the Standing Joint Conference adopted a formal constitution and formed an Executive Committee and in 1929 the N.E.C. appealed to branches to undertake systematic propaganda amongst members of their local authorities with a view to assisting in the establishment of further Provincial Councils.

A meeting of representatives of local authorities in Middlesex was held on March 18, 1929, and another in Cumberland and Westmorland was convened on January 9, 1930, but neither of those meetings resulted in the formation of a Provincial Council. Efforts were also made to get meetings convened in the East and West Midlands areas, but the preliminary inquiries that were made gave no hope of conferences being arranged.

Ministry Again Approached

The Standing Joint Conference of Provincial Councils, in addition to its efforts in the provinces, appointed representatives who, on July 3, 1930, waited on the Minister of Labour (Miss Margaret Bondfield) to solicit her assistance in the efforts that were being made. The Minister stated that she was afraid the feeling caused by the difficulties which resulted in the suspension of the National Council had not yet disappeared and that in her opinion the time had not yet arrived when her department could approach directly, with any prospect of success, the associations of local authorities. She assured the representatives of her personal sympathy in the campaign and the co-operation of the officers of the department. The representatives reported to a meeting of the Standing Joint Conference held on July 17, 1930, when the policy to be adopted in its endeavours to establish provincial councils was further considered and it was decided to endeavour to obtain an opportunity of discussing the situation informally with the Association of Municipal Corporations and the County Councils' Association.

It should be made very clear that the staff side representation on the Standing Joint Conference is almost entirely composed of members prominent in our Association, who have had considerable experience of Whitley Councils.

The foregoing information is entirely historical, but gives an idea of the considerable attention which the subject of Whitley Councils has received by the National Executive Council and the Standing Joint Conference. No subject, apart from salaries and conditions of service, has received more continuous and concentrated attention and no opening which seemed to afford an opportunity for pressing for the establishment of machinery of collective bargaining has been missed.

Militating Influences

The value of provincial councils has been demonstrated to a striking degree in Lancashire and Cheshire and in London, and the findings of the West Riding Provincial Council have been of considerable assistance to local authorities and staffs alike. It remains to cultivate a desire for similar councils in other parts of the country; to achieve this, active work will be required from the members of the association, with the members of local authorities. Certain fears and misapprehensions appear to militate against the practical operation of Whitleyism. These must be overcome if the lip service which has been given to the principle is to be translated into practice.

In the next issue it is hoped to give information regarding the extent to which councils on Whitley lines are functioning in industry and in the public services; to refer to the more recent efforts of the association to create official interest and obtain official support for Whitley Councils in the local government service, and the work done in preparing standard scales and conditions which might be discussed by those bodies. The association is prepared to participate in the formation of a National Whitley Council for the whole service or a number of councils for the various types of authorities.

CANADIAN PACIFIC CRUISES

Already announcement has been made by the Canadian Pacific of their earliest pleasure cruises for the spring of 1933. Splendid ships have been selected for these cruises from the company's modern fleet. The *Duchess of Atholl*, 20,000 tons oil burner, will make two Mediterranean cruises in February and March, sailing from Liverpool, while her sister ship, the *Duchess of Richmond*, will make two cruises to the Mediterranean in March and April, sailing from Southampton, and in the same month the beautiful *Empress of Australia*, 22,000 tons oil burner, will make a popular 13-day cruise from Southampton. These spring cruises vary from 13 to 21 days' duration, at prices from as low as 19 guineas, which means an amazingly low cost for wide and luxurious holiday travel.

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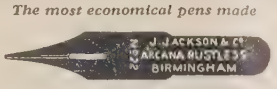

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ENCYCLOPÆDIA OF LOCAL GOVERNMENT

Readers will doubtless have noticed the announcement made by the well-known law book publishers, Butterworth & Co., Ltd., of Bell Yard, Fleet Street, of an enterprise in the shape of an *Encyclopædia of Local Government Law and Administration in England and Wales*. The editor-in-chief is to be Lord MacMillan, with an editorial board composed of Sir Harry Pritchard, secretary to the Association of Municipal Corporations; Mr. Erskine Simes, one of the editors of *Lumley's Public Health*; Mr. W. L. Platts, Clerk to the Kent County Council; Dr. George Buchan, the Medical Officer of Health for Willesden, and of the following revising editors: Mr. G. E. Hart, one of the editors of *Halsbury's Statutes of England*; Mr. R. A. Wetherall, Borough Treasurer of Swansea; and Mr. G. P. Warner Terry, until recently the Deputy Clerk of the Metropolitan Water Board, now secretary of the British Waterworks Association. All these are well-known names in the Local Government World.

THE BRIDGE FORUM

THE CLAIMS OF CONTRACT

By Neville Hobson

As intimated in the last article, it is proposed, during the next few months, to concentrate upon "Contract" Bridge as distinct from ordinary "Auction," and the main differences between the two games will now be considered.

In Auction, the particular contract which is bid enables the declarer, if successful in such contract, to score below the line the full value of all over-tricks. If, e.g., South makes a bid of One Spade and he scores ten tricks, the four over-tricks are credited to him in full and game is thereby secured.

Contract Bidding

In Contract, however, only the number of tricks actually bid can, if obtained, be scored below the line—any tricks over the number bid being valued normally at an extra 50 points each, which is entered in the Honours column above the line.

This has a marked influence upon the nature of the bidding, as game declarations are, as a general rule, only practicable if the declarer obtains during the course of the bidding the maximum information from his partner, which is not usually necessary in the case of Auction.

To advert to the case of South, who has bid One Spade at Auction, his partner, in addition to being able to support his spades with normal trump holding, may have a very strong outside hand, but the requirements of the game do not, generally, call for any bid from him unless he desires to raise the call to shut out an opposing bid, which is unnecessary in the case of all-round strength.

In Contract, however, if South opens with a bid of One Spade (which normally indicates the holding of at least 2½ quick tricks) and his partner, North, holds considerable strength, he must at once take steps by following the generally accepted procedure to indicate such strength and encourage that co-operation which will raise the Declaration to the best scoring advantage, which is normally a game—as slam bidding must obviously be a comparatively rare thing.

Bidding of Game

This difference in the rules has a pronounced effect upon the principles and conduct of the game, as it is not unusual to find two partners bidding in conjunction with each other without either of the opponents saying a word, and one of the most interesting aspects of this game arises where, for example, partners have reached a bid of Four Clubs or Four Diamonds and are deliberating whether it is advisable to raise to Five and so secure a game, which may carry valuable bonus points.

Imagine the situation: South has, after an initial bid of Two Diamonds, been raised by his partner to Four Diamonds, possibly with some supporting suit indicated. If South, with the help of his partner's hand, can obtain eleven tricks in Clubs, he will obtain the rubber bonus of 700 points. He is confident he can get ten tricks, but—if he should bid eleven to secure the game and only get ten, he will not only lose the desired bonus, but will suffer a penalty for the under-trick, and this example may help the old Auction player to appreciate the fascination which this more involved game can create.

Vulnerability

Another innovation of importance has been introduced into Contract, namely, a rule providing that if a side has won one game they become "Vulnerable," which has the effect of increasing substantially the penalties for non-success, and increasing—but not quite proportionately—the awards. Thus, if two players who are "Not Vulnerable" bid a contract and—after being doubled—go three down, they lose 100 points for the first two tricks and 200 for the third trick. If, however, they are "Vulnerable," they lose 200 points for the first trick and 400 for the second and third tricks respectively, making a total of 1,000 points—as against the 400 points in the case of a double contract whilst not vulnerable.

This illustration will indicate at once a moral as to the degree of risk to be taken when making risky or questionable bids according as to whether one is a game or not. If, however, both have scored a game, each side is Vulnerable and they pay and receive on the higher plane of scoring prescribed for vulnerability.

Considerations of space prohibit further consideration of the general principles of the game, but next month the opportunity will be taken to deal with other variations from Auction, as it is not proposed to consider the technical side of Contract until the new year.

TO CONTRIBUTORS

Contributors and Branch Secretaries are reminded that the publication date for "Local Government Service" is the first day of the month. Items of branch news which are of general interest are always welcome, but to ensure publication must be received by the Editor not later than the 18th day of the preceding month.

Letters should be addressed to:—
The Editor,
"Local Government Service,"
3-4 Clements Inn,
Strand, W.C.2.

HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Plants and Rock Gardens," "Hardy Perennials and Herbaceous Borders," "Garden Trees and Shrubs," etc.

IN my October notes I devoted attention to clearing up and manuring vacant ground, but there are areas in many gardens which are occupied by fruit and ornamental trees and shrubs. Let me say briefly that most ground so occupied will benefit by the topsoil being turned with a fork, burying annual weeds in the process and working in a slow-action fertiliser such as bonemeal and kainit. Do not attempt to dig deeply close to the stems, thereby disturbing the surface roots, and do not concentrate the fertiliser there, especially of an acrid kind such as kainit, otherwise damage may be done, the more so if part of it falls on the stems; it is safer to broadcast it between the rows. A mixture of 4 lb. bonemeal and 7 lb. kainit per rod may be used.

* * *

And what about winter liming? The best lime for heavy soil is quicklime, used at the rate of a stone per rod (on the surface, not dug in deeply) about mid-winter. It will do good in nine cases out of ten. Ground chalk is, however, better for light soil, and it may be used at the rate of 28 lb. per rod in late winter.

* * *

This being the great Rose-planting month, I remind readers that no plants more appreciate deeply dug and well-manured soil than Roses. In substantial soil a bed 2-3 ft. deep containing decayed manure at the rate of two to three heaped barrowloads per rod will give them a splendid start. In light soil use the manure as a surface mulch. Don't bury the roots deeply. The top layer should be only just covered, allowing for settling, and the soil trodden firmly over them.

As to varieties, I begin by saying that if you want no-trouble kinds flowering continuously for five to six months you must grow the Dwarf Polyantha section and give the plants at least 2½ ft. apart all ways in rich soil. Among these I name Edith Cavell, Orleans Rose, Yvonne Rabier, Coral Cluster, and Gloria Mundi. The Poulsen set—Else, Edith, Kirsten and other Poulsens—are valuable, but I said some time ago that they have Hybrid Tea characters and I observe that the high seignorial powers have now classed them as Hybrid Teas. They are all well worth growing among Hybrid Teas and Pernetianas and I would add to them Angèle Pernet, Betty Uprichard, Caroline Testout, Emma Wright, Etoile de Hollande, Flamingo, Lady Pirrie, Mdme. Butterfly, Mdme. E. Herriot, Mrs. A. R. Barraclough, Mrs. G. A. van Rossem, Ophelia, and Shot Silk, if room can be found, as strong growers and free bloomers.

* * *

Then there are pillar and arch Roses to consider. Look out for larch poles soon if oak is unobtainable at a price within means, preferably pieces which have been cut some time, and take care to get lengths of at least 10 ft., thus providing for a minimum length of 2 ft. underground. Some growers leave this portion unbarked, others bark it and brush on creosote. I follow both examples, i.e., let the bark remain but put on a coat of creosote up to a good 6 in. above ground level. Ram some rubble hard round the base of the poles before filling up the holes, as it helps steadiness. As with the dwarf Roses, I would first make a list of indispensables, and in it I would put for a "baker's dozen" Alberic Barbier, Albertine, American Pillar, Emily Gray, Excelsa, Hiawatha, Lady Gay, Lady Godiva, Mdme. Andre, Mermaid, Paul's Scarlet, Sander's White, and Shower of Gold.

This is a good month for turfing. Turves are cut to a stock size of 3 ft. by 1 ft. This means that approximately ninety-one are required per rod super, or 14,560 per acre super, but allow a few extras. The price may be 25s. per hundred delivered. It won't be much less and it may be more. If the lawn is meant to be level be sure that it is level, and rather than have variations sight with borning-rods and drive in pegs; or get the local nurseryman to do this rather ticklish job for you. If the ground is poor, dig it deeply and manure it well, allowing a month afterwards for settlement before putting down and beating the turf. During this operation work sand into the joints. It is worth an effort to get good, clean turf, but weedless turf is almost unobtainable. Many people prefer seeding on that account, but seeding does not always avert weeding!

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ARREST of MUNICIPAL PROGRESS

(*Continued from page* 596)

7.30, with committees several nights a week which sometimes run on to midnight. The officers in attendance turn up next morning at 9.30 and 10 o'clock. Just as overtime pay is a sacred obligation under trade unionism so it is regarded as an anomaly when officers are concerned although their pay is in thousands of cases less than the wages of artisans.

One of the main objects of N.A.L.G.O. in which it has succeeded up to now has been to raise the qualifications of officers, to encourage improved types, to induce better trained men and women to enter the service. Any arrest in development, any lowering of standards, will react against recruitment. It should also be remembered that the officers upon whom the efficiency of local government administration depends are enthusiasts in their work. Anything which dulls this enthusiasm is not, to quote the memorandum, "good for them or the authorities which they serve." These large issues affecting social progress and national interests should not be overlooked.

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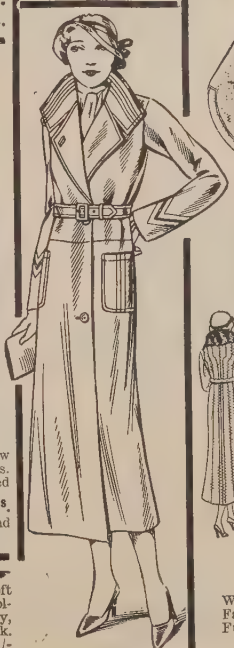

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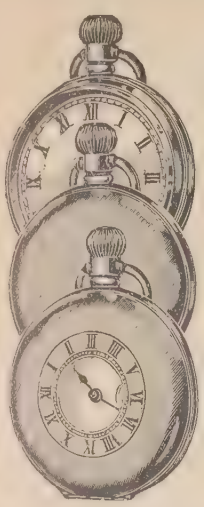

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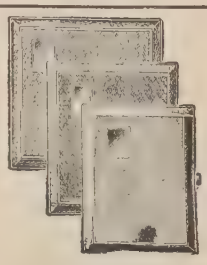

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BRANCH AND DISTRICT NEWS

COLCHESTER FUNCTION

100 per cent. Membership in Sight

Our Colchester friends met round the festive board at Nuthall's Oak Hall, on Thursday, October 13, under the presidency of Mr. A. Hammond, and with the support of the Mayor and Mayoress, the Deputy Mayor, the Mayor-Elect, and all the principal officers. Mr. P. W. Bennett, the Branch Chairman, took the opportunity, in submitting the toast of "The Mayor and Corporation," of referring to the happy relations and co-operation which characterised the activities of the Corporation and its officials.

In the face of the difficulties of the past year, the Mayor said, in response, the work of the Council had continued to be progressive, thanks to the happy relations which had existed between Council and officials.

Mr. L. J. Barrell, the branch secretary, said the additional work thrown upon them by recent legislation had been accomplished without an undue amount of grumbling. He assured the Council that among officers there was a keen desire to labour for the benefit of the district. They had 97 per cent. of the "eligibles" in the branch, and they were out for the 100 per cent.

N. WESTERN AND N. WALES DISTRICT

Committee Proceedings

A meeting of the North-Western and North Wales District Committee was held at Blackpool on October 1, Mr. J. W. Wilkinson, Deputy Town Clerk, Southport, and Chairman of the North-Western and North Wales District Committee presiding. Over 150 delegates were welcomed by the Mayor of Blackpool, Councillor L. Newsome, J.P., and Mr. C. Furness, Borough Electrical Engineer and Tramway Manager, and President of the Blackpool Branch, added his welcome.

Mr. J. E. Gee, Preston, reported the proceedings of the National Executive Council, and the Divisional Organising Secretary spoke on Superannuation. It was announced that the Employers' Secretary of the Whitley Council is seriously considering the possibility of making a move in regard to establishing a joint superannuation scheme for the Lancashire and Cheshire area on the lines of the scheme established for the West Riding of Yorkshire. The decision of the Lancashire and Cheshire Provincial Whitley Council made at the meeting of the Council on September 23 to continue the temporary percentage deductions from salaries for a further period of six months was reported.

A discussion took place on communications from Headquarters regarding local government and national economy, and the Local Authorities' Economy Committee, and a resolution was passed: "That the National Executive Council be requested to adopt the policy (as outlined to the branches), and, if necessary and when appropriate, to express the view to the Minister of Health that local government officers consider any further reductions in salary to be unjustifiable, and look for the restoration of the emergency deductions to be made at the earliest possible moment."

At the conclusion of the meeting the Mayor entertained the delegates to tea at the Winter Gardens.

NORTH WALES SPORTS

The annual golf competitions took place on the Maesdu Links at Llandudno on Saturday, September 17. Five teams entered, the scores being as follows: Llandudno, 325; Ruthin "A," 335; Colwyn Bay, 342; Ruthin "B," 356; Rhyl, 404. In the Individual Competition 19 entries were received, the winner being Lloyd Wynne, Llandudno, 72; R. Thomas, Ruthin, 75. The trophy and prizes were presented to the winners by Mr. J. D. Jones, Rhyl, Chairman of the Sports Committee The visitors were entertained to tea by the Llandudno Branch.

WEST-MIDLAND DISTRICT

The West Midland District Committee meeting at Stratford-upon-Avon on September 24 received a hearty welcome to Stratford-upon-Avon from Councillor R. L. Smith.

Special consideration was given to circulars from Headquarters regarding the nomination of vice-presidents, and the extra expenditure incurred by branches covering large rural areas. Both circulars were referred to the Executive Committee, which is empowered to deal with applications arising out of the latter.

The Committee adopted unanimously a resolution expressing confidence in the ability of the National Executive Council to safeguard the interests of members during the present period of difficulty.

The Committee also received and considered reports from the Branches, and a report from the Benevolent and Orphan Fund Regional Committee. Arising out of the Divisional Organising Secretary's report, it was agreed that the question of membership, particularly in County Council areas, required careful examination, and the hope was expressed that the County Council branches would endeavour to enrol all who were eligible.

NORTH-EASTERN DISTRICT

Middlesbrough Official's Retirement

Mr. J. S. Tinkler, General Relieving and Settlement Officer, Middlesbrough, has retired after twenty-nine years in the Poor Law Service. His colleagues suitably honoured the occasion by a presentation of a clock and wristlet watch for Mr. Tinkler, and a bag and case of spoons for Mrs. Tinkler, Mr. Preston Kitchen, the Town Clerk, paying a well-merited tribute to Mr. Tinkler's excellent record of public service.

Appreciative references were made by Mr. B. S. James, Mr. F. Bingham, Mr. W. Potter, Mr. J. Shepherd, and Miss Brown. Mr. Tinkler, in reply, referring to the many associations which his resignation would terminate.

JOINT SOCIAL FUNCTION

Joint Event at Crayford

The first function organised by a joint committee of the Bexley, Crayford, Erith and West Kent branches was a whist drive and dance held at the Town Hall, Crayford. More than 300 members and friends attended. Mr. Churchill, President of the Erith Branch, presided.

Mrs. Donald Strictland, of Dartford, distributed the whist prizes, and Mr. Churchill, in moving a vote of thanks to her and to Mr. Frank Clarke, M.P. for the Division, who was also in attendance, stated that the purpose the Joint Committee had in mind in arranging the social was the fostering of a friendly spirit between the towns in the district.

Mr. Clarke expressed appreciation of the spirit of co-operation demonstrated amongst N.A.L.G.O. members. Permanent officials played an enormous part in the government of the country, while local government administration depended largely on the experience of the local government officers.

Among those present were the Chairmen of the Crayford and Erith Councils, a large number of Councillors from the several districts, many members of the Guardians Committee, presidents and secretaries of respective branches, supported by a large number of N.A.L.G.O. members.

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L.C.C. BRANCH

The annual general meeting of the London County Council Branch of N.A.L.G.O. will take place in the Board Room at the Memorial Hall, Farringdon Street, on Friday, November 18, at 8 p.m. A report will appear in the December issue of LOCAL GOVERNMENT SERVICE.

N.A.L.G.O. DIARY

Copies of the Association's Diary, price 1s. 6d., will be on sale on December 1. They can be ordered from the Branch Secretaries or from Headquarters now. It is again being printed by Messrs. T. J. & J. Smith, Ltd., the makers of the well-known "Datata" diaries and notebooks, which is sufficient indication that it is a "quality" diary.

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Candidates wishing to present themselves must make application before November 14, 1932. Full particulars and forms may be obtained from the Registered Office.

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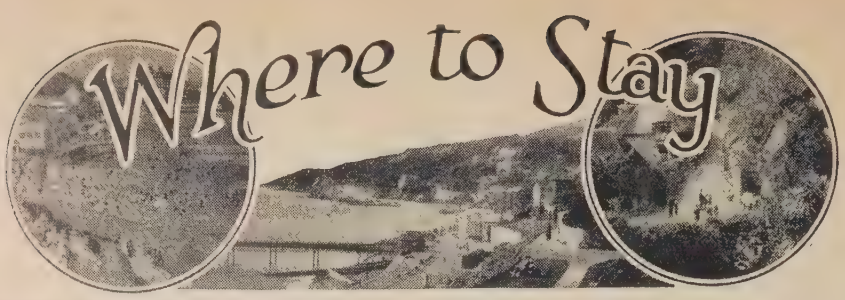

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N.A.L.G.O. SPORTS

NORTH WESTERN DISTRICT SPORTS MEETING AT FLEETWOOD

The annual sports meeting of the District Committee was held at Fleetwood on September 10, tennis and bowling competitions taking place at the courts and greens on the Promenade, the golf competition at the Fleetwood golf course, and the swimming competition at the open-air bath on the Promenade.

Of the four semi-finalists in the bowling teams competition, viz., Bolton, Burnley, Blackpool, and Birkenhead, Blackpool and Bolton were the two teams to enter the final round. The final match was closely contested, Blackpool securing the advantage by one point only.

Mr. J. H. Davies, of Bolton, won the Individual Bowling Challenge Cup presented by the Manchester Branch of N.A.L.G.O., and also received a decanter and a half-dozen glasses as prize. Mr. J. Heald of Chorley was the runner-up and received a salad bowl.

Warrington and Manchester were the finalists in the tennis team competition, the former securing the trophy presented by the Salford Branch of N.A.L.G.O. Mr. L. Swann, Lytham St. Annes, won the tennis individual merit competition, receiving the Challenge Cup given by the Burnley Branch and a prize. Mr. E. Plinston, of Warrington, was the runner-up. The winner of the ladies' tennis individual competition was Miss Harper, of Liverpool.

Mr. J. W. Singleton, Accrington, won the golf competition, securing the Cup presented by the Accrington Branch of N.A.L.G.O. Mr. A. G. Wilson, Salford, was the other finalist.

In the Swimming teams competition, Manchester again carried off the Challenge Cup presented by the Lancashire County Branch. Lancashire County were the runners-up. Winners and runners-up received handsome prizes.

N.A.L.G.O. RIFLE CLUB

In the first stage of the N.A.L.G.O. Rifle Club's Rose Bowl competition, Mr. C. C. Coffin, Bournemouth, heads the table with the following score: Delib., 200; Rapid, 98; total, 298; handicap, 98; final score 298. Mr. D. Taylor, also Bournemouth, is the runner-up with a respective score of, 198; 95; 293; 95; 295.50. Players who qualified are Messrs. A. W. Hurley, Bournemouth; W. R. Braxton, Southampton; J. S. Arden, Bournemouth; A. Othen, Southampton; G. F. Clyne, Leeds; D. C. Morris, Bournemouth; N. F. Still, Bournemouth; F. Harris, Leeds; S. J. Stot, Leeds; and G. Still, Southampton.

In the competition for the "Homewood Crawford" Shield, Bournemouth beat Manchester twice, Southampton tied with Leeds twice. Leeds beat Manchester twice, and Southampton beat Manchester twice, Bournemouth and Leeds. The scores in the competition for the "Mappin" Shield are Bournemouth 391, Leeds 389, Dundee 384, Southampton 379, and Manchester 378.

NEWCASTLE-ON-TYNE BRANCH

Forthcoming activities of the Newcastle-upon-Tyne Branch are a whist drive on November 10, 1932, and the annual meeting on November 25 at which a presentation will be made to Mr. J. H. Stone on his retirement from the local government service.

The Lord Mayor of Newcastle will be present at a grand whist drive and dance to be held in the Old Assembly Rooms, Newcastle-upon-Tyne, on December 2.

The Christmas whist drive will be held in the Town Hall, Newcastle, on December 15, while the Dramatic Society's first production, "Tilly of Bloomsbury," will be staged by Mr. Walter Diericx, of the Newcastle Repertory Theatre. A strong cast promises an enjoyable entertainment.

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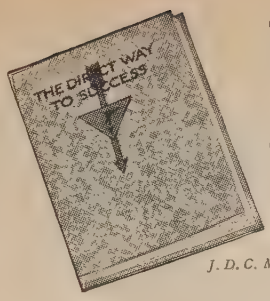

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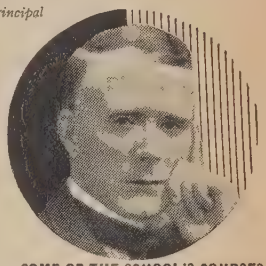

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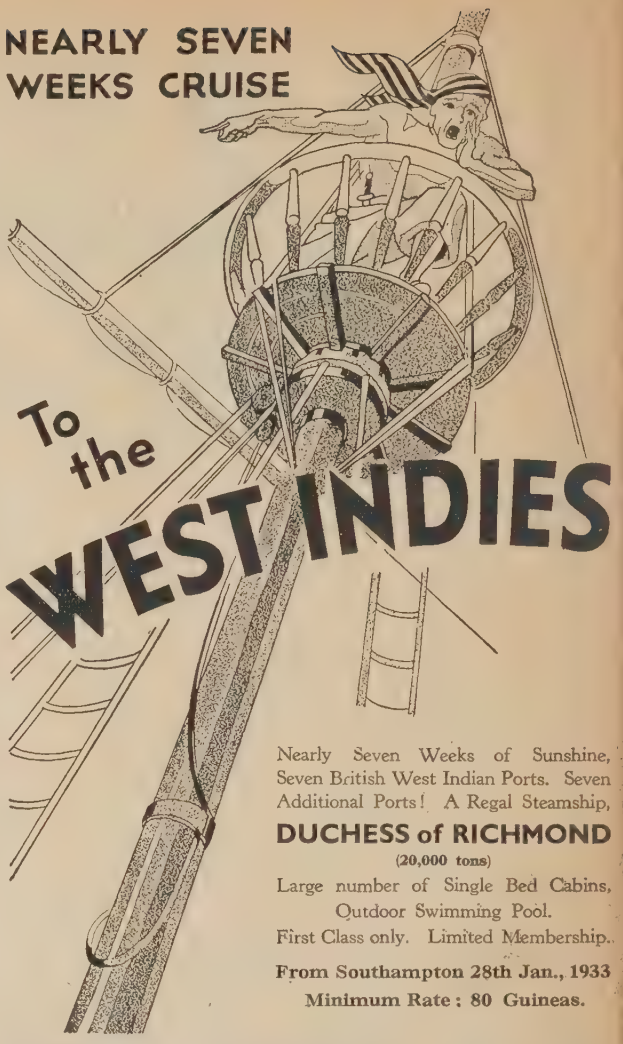

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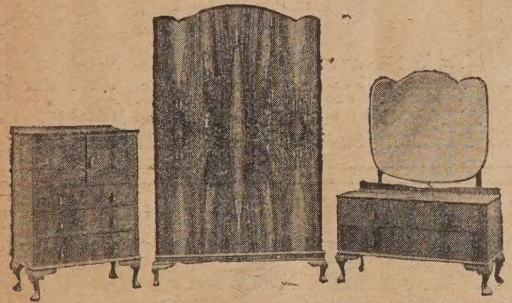

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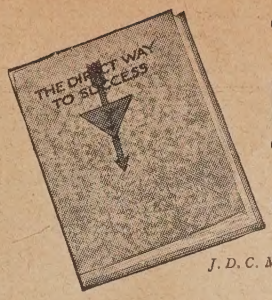

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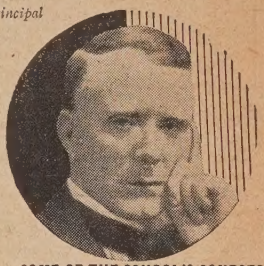

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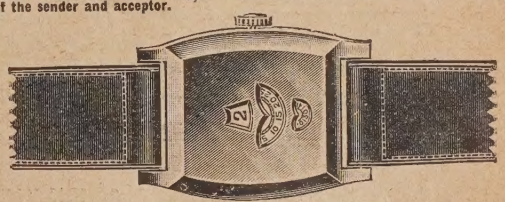

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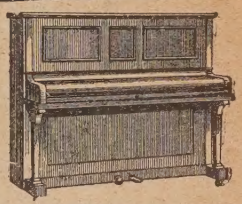

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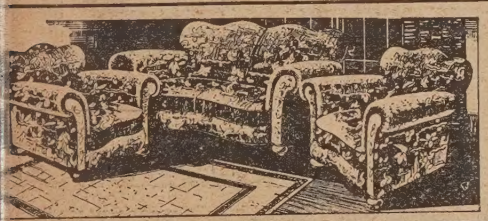

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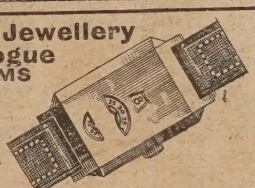

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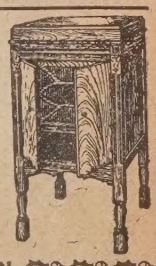

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